

Memorandum of Understanding Between
Whitmore Lake Public Schools Board of Education
And
International Union of Operating Engineers Local 324 A, B, C, D, G, H, P, RA, S, AFL-CI
Transportation Bargaining Unit
June 12, 2012

This memo of understanding represents the entire agreement, as modified and listed below.

ARTICLE 14
INSURANCE

The Board of Education specifically names itself as the policy holder of all insurance policies covered under this section.

A. Health Insurance

Upon submission of written application, the Board will provide premiums toward the lowest cost health care plan offered by the district in accordance with the schedule set forth below.

For employees working in the transportation department:

1. 30 hours a week or more, the single subscriber rate for the lowest cost plan. Beginning with the 2012-2013 school year employees enrolled in the plan will pay twenty percent (20%) of the total cost of the health care plan they are enrolled in. This will be deducted automatically in equal amounts from each pay.
2. 1,050 hours last year, the single subscriber rate for the lowest cost plan. Beginning with the 2012-2013 school year employees enrolled in the plan will pay twenty percent (20%) of the total cost of the health care plan they are enrolled in. This will be deducted automatically in equal amounts from each pay.

Employees who work thirty (30) hours a week or more and have completed five (5) years or more of service will be eligible for the single subscriber rate for the lowest cost plan and 50% of the two person and full family cost. Beginning with the 2012-2013 school year employees enrolled in the single subscriber plan will pay twenty percent (20%) of the total cost of the health care plan. Costs will be deducted automatically in equal amounts from each pay.

Employees who work thirty (30) hours a week or more and have completed eight (8) years or more of service will be eligible for the single subscriber rate for the lowest cost plan and 75% of the two person and full family cost. Beginning with the 2012-2013 school year employees enrolled in the single subscriber plan will pay twenty percent (20%) of the total cost of the health care plan. Costs will be deducted automatically in equal amounts from each pay.

Insurance will be based on the greater of the previous year's total hours (at least 1050) or the current year's weekly hours.

Employees hired after June 30, 2009 will be provided health care "single coverage" only paid by the employer when eligible due to hours. Beginning with the 2012-2013 school year employees enrolled in the single subscriber plan will pay twenty percent (20%) of the total cost of the health care plan. Costs will be deducted automatically in equal amounts from each pay. Employees may purchase additional coverage if it is allowed by the carrier.

B. Dental Coverage

Dental coverage will be provided for all bargaining unit members hired prior to June 30, 2009 and their eligible dependents. Beginning with the 2011-2012 school year employees enrolled in the plan will pay ten percent (10%) of the total cost of the dental plan. Costs will be deducted automatically in equal amounts from each pay. Opt out allowed.

C. Vision Coverage

Vision coverage will be provided for all bargaining unit members hired prior to June 30, 2011 and their eligible dependents. Beginning with the 2011-2012 school year employees enrolled in the plan will pay ten percent (10%) of the total cost of the vision plan. Costs will be deducted automatically in equal amounts from each pay. Opt out allowed.

D. Life Insurance

The Board shall make payment of premiums for group term life insurance protection in the amount of \$10,000 per employee that in the case of death would be paid to the employee's designated beneficiary.

E. Long-Term Disability

The Board shall provide, at no cost to the employee, Long Term Disability Insurance. The LTD shall provide 66 2/3% of the employee's bi-weekly gross compensation. The LTD shall have a waiting period of sixty (60) days. Beginning with the 2011-2012 school year employees enrolled in the plan will pay ten percent (10%) of the total cost of the long-term disability plan. Costs will be deducted automatically in equal amounts from each pay.

SCHEDULE A
SALARY SCHEDULE

	2012-2013 Hourly Rate	Off-Scale Non-Cumulative 1.5%	Total 2012- 2013 Hourly Rate
Drivers			
Trainee	\$11.79	\$0.18	\$11.97
1 st year	\$14.46	\$0.22	\$14.68
2 nd year	\$15.54	\$0.23	\$15.77
3 rd year	\$16.85	\$0.25	\$17.10
Monitors			
trainee	\$9.00	\$0.14	\$9.14
2 nd year	\$9.25	\$0.14	\$9.39
3 rd year	\$10.15	\$0.15	\$10.30

SCHEDULE A – Salary Schedule:

- 2009-2010 – Freeze
- 2010-2011 – Freeze
- 2011-2012 – Freeze
- 2012-2013 - 1.5% increase, off scale, non-cumulative, one year only entire group No other increase to the salary/longevity scales.

For the 2009–2013 school years, the waiting time (down time) during extra trips shall be paid at \$10.00 per hour. This shall expire on June 30, 2013. The negotiations team and the Director will develop an estimated schedule based on the location, travel time vs. down time. This list will be posted when bidding trips. Drivers will submit actual time sheets signed by coaches or teachers upon completion of the trip.

For the Union:

Date: _____

For the Board:

Kimberley A. Hart

Date: 6-6-12