

BAY CITY PUBLIC SCHOOLS'
BOARD OF EDUCATION'S GLOBAL PROPOSAL #2
STEELWORKERS (BUS DRIVERS)
JUNE 16, 2017 11:00 AM

Due to the changed circumstances in the District's financial standing, as well as direction from Treasury to eliminate its new projected deficit, the District is providing this proposal. The Board of Education reserves the right to make additional adjustments, as well as the right to alter or modify any of the proposals contained herein, based upon economic necessity, direction from Treasury, or any other material changed circumstances.

- This agreement will be in effect until August 31, 2018.
- For the duration of this agreement, a wage freeze on the salary schedule (*Schedule A*). There shall be no step or longevity increases.
 - Upon ratification, all employees shall receive a \$200, one-time, off-schedule payment, less normal withholdings, which shall be paid by July 30, 2017.
- Health Insurance benefits will remain as outlined in the current master agreement.
- The additional fund established to share savings related to an employee's decision to select an annuity payment in lieu of selecting District provided health insurance coverage will be re-indexed based upon the current census of June 1, 2017 and an illustrative example shall be attached to the contract.
- Modify Section As follows:

Section 6.9 Dispatcher Vacation Time

Vacations are earned and taken in the same fiscal year July 1 through June 30.

Vacations will be granted to dispatchers who have worked 52 weeks during the previous year (excluding any vacation time) as follows:

- 1) After one (1) year of service to the Bay City School District Bus Drivers' represented by USWA Local 7380 ending on June 30, which is determined by adding one (1) year to the longevity date year, five (5) days vacation at current rate of pay, excluding overtime.
- 2) After the fifth full year of service to the Bay City School District Bus Drivers' represented by USWA Local 7380 starting July 1, which is determined by adding five (5) years to the longevity date year, each employee shall receive one (1) additional vacation day per year until a maximum of twenty (20) days paid vacation at current rate of pay, excluding overtime.

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- 3) All vacation time must be used during the year granted and cannot be carried over into the succeeding year unless granted by special written permission of the Director of Transportation. The decision is final and not subject to the grievance procedure.
- 4) Vacation may be split into one or more weeks, or one day at a time, and at a time chosen by the employee, providing that such scheduling does not interfere with the operation of the Transportation Department.
- 5) If a regular pay falls during a scheduled employee's vacation, the employee will receive that check in advance upon three weeks written notice before going on vacation.
- 6) When a holiday is observed during a scheduled vacation, the vacation will be extended one day continuous with the vacation.

~~7) Vacation time shall only be allowed on non-school days.~~

- Modify Section 12.210 As follows:

Section 12.210 ~~Vacation Time~~ Non-School Day Compensation

Employees (excluding Dispatchers) qualifying for ~~vacation pay~~ non-school day compensation, will receive pay for their regular number of hours as in a regular work day at their current rate of pay for non-school days up to the allotments outlined below and shall be deducted from their personal sick leave allotment: any vacation taken.

~~Vacation days shall be deducted from personal sick leave allotments as follows:~~

Bay City Public School Seniority Years	<u>Non-School Day Compensation</u> Vacation Time
Year 1	1/2 One (1) day per semester
Year 2	1/2 One (1) day per semester
Year 3	1 One and a half (1.5) days per semester
Year 4	1 One and a half (1.5) day per semester
Year 5	1.5 Two (2) days per semester
Year 6	1.5 Two (2) days per semester
Year 7	2 Two and a half (2.5) days per semester
Year 8	2 Two and a half (2.5) days per semester
Year 9 and more	2.5 Three (3) days per semester

- ~~Vacation time~~ Non-school day compensation shall be is encouraged required to be taken during non-student days. ~~Vacation time~~ It may be utilized during non-paid student breaks including the summer months. In order to receive compensation for non-school days ~~vacation time~~ during these non-paid time frames, the minimum of ten (10) working days' notice will apply. Payments during the summer months, will be made during the first pay period of the month; therefore, notification for payments during July and August must be at least ten (10) working days prior to the beginning of the month.

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- A minimum of ten (10) working days' notice will be given to the Director of Transportation and management must reply within a maximum of five (5) working days of submission before non-school day compensation vacation time can be used. ~~Vacation time Requests for non-school day compensation~~ not submitted in appropriate time limit will be denied and ~~vacation time requests~~ without a reply in appropriate time limit will be approved.
- ~~No more than three (3) employees per day will be given vacation time off during student days.~~
- ~~Vacation time days~~ Non-school day compensation time may accumulate to a maximum of twenty (20) days apart from the ninety-six (96) days that may accumulate for sick leave.
- Accumulated ~~non-school compensation time~~ ~~vacation days~~ shall be paid at the current rate of pay for the regular number of hours worked in a normal workday at time of retirement, resignation, termination, or death.
- No employee will be credited with ~~non-school day compensation~~ ~~vacation time~~ while drawing from their own accumulated sick leave or the sick leave bank until they have reported back to work.
- Employees must deplete their own accumulated sick leave and ~~non-school day compensation~~ ~~vacation time~~ before drawing from the sick leave bank.
- There will be no borrowing of personal sick leave to provide ~~non-school day compensation~~ ~~vacation time~~.
- The parties recognize ~~non-school day compensation time is required~~ ~~vacation days are~~ to be utilized on non-student days. Pre-trip time will be included in the bus run time for compensation purposes when members utilize ~~non-school day compensation time~~ ~~a vacation day on a non-student day~~. ~~In the event a vacation day is approved on a student day, pre-trip time will not be included in the compensation.~~

Effective January 1, 2004, an employee is allowed to buy from his/her personal sick leave balance two (2) times their applicable semester schedule for ~~non-school day compensation~~ ~~vacation time~~ to start the ~~vacation time~~ bank. Employees must have enough time in their personal sick leave balance to cover such deduction.

- Modify Section 13.305 as follows:

Section 13.305

A single leave of absence without pay for a bona fide reason (which shall not include employment for another employer or self-employment, except as specifically permitted by this contract) shall be granted to employees for a period of not to exceed twenty (20) working days per school year. Such leave shall not involve loss of seniority if it has been approved in advance of the Union Grievance Committee and has the written approval of the ~~Board~~ Director of Personnel & Employee Relations. An extension may be granted by the Director of Personnel & Employee Relations. Said decision shall be final and binding.

- Modify Section 13.200 as follows:

Section 13.200

A maximum of three (3) days for a death in the immediate family; spouse, father, mother, ~~step-mother, step-father,~~ grandfather, grandmother, father-in-law, mother-in-law, children, grandchildren, step-children, brother, and sister. Additional time may be granted at the discretion of the Director of Personnel & Employee Relations.

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- Discussion Topic: Further Discussion and Research on the potential elimination of Sick Leave bank in return for Sick and Accident Coverage
- Discussion Topic: Further discussion and research to update the Extra Work Guidelines during future TSB meetings

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