

**TENTATIVE AGREEMENT**

**BETWEEN**

**BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF FLINT**

**AND**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 517M, UNIT 140**

In accordance with the understanding reached between representatives of the Service Employees International Union, Local 517M, Unit 140 (hereinafter referred to as the Union) and the Board of Education of the School District of the City of Flint (hereinafter referred to as the Board) on June 29, 2011, in response to the fiscal crisis facing the District the parties have agreed to the following Tentative Agreement after extensive and comprehensive negotiations between the parties, and it has been agreed that the Master Agreement dated July 1, 2008 through June 30, 2012 will be modified as follows:

1. Modify the language in Article 8 "Working Year, Week and Hours" for all employees and reduce the working year by five (5) days for all members of the Union.
2. Eliminate the language in Article 13, subsection F, "Paid Sick and Emergency Leave" in its entirety and eliminate the personal business leave and personal business days that employees receive.
3. Modify the language in Article 5, Compensation and Fringe Benefits, subsection C as follows: "The Board shall pay, for any eligible employee, eighty percent (80%) of the premium for health insurance coverage through HealthPlus of Michigan- Plan 3E or HealthPlus of Michigan- Plan Z1, alternative 2 (or equivalent). Qualified employees will be solely responsible to pay, through payroll deduction, that portion of the premium not paid by the Board."

The Board may change to a different health insurance plan during the term of the collective bargaining agreement including a national or state plan that provides bargaining unit members with reasonably equivalent health insurance benefits.

4. Appendix A

Employees shall not receive the 1% wage increase scheduled to be granted on July 1, 2011. Instead, employees shall be paid pursuant to the 2010-2011 Salary Schedule contained in Appendix A.

It is understood that this Tentative Agreement constitutes the entire understanding of the parties in regard to the aforesaid matter, under the conditions so stipulated herein, and as such shall not affect or otherwise modify, nor be deemed precedent setting with respect to the Master Contract and/or the policies and procedures of the Board.

**BOARD OF EDUCATION OF THE  
SCHOOL DISTRICT OF THE CITY OF FLINT**

Dated: June 29, 2011

Karen Denise Pugh  
Karen Denise Pugh, Executive Director  
Human Resources/Legal Affairs

**SERVICE EMPLOYEES INTERNATIONAL UNION,  
Local 517M, Unit 140**

Dated: 6-29-2011

Howard Gordon  
Howard Gordon, Region 3 Coordinator  
SEIU

Dated: 8-3-11

Elizabeth Barker  
Elizabeth Barker, Unit 140 Chair