

Agreement
between
AFSCME 1430
and
The Wyandotte Board of Education

WHEREAS, the parties have agreed to the Agreement, from July 1, 2011, through June 30, 2012, with the following provisions:

- 1) Employees will receive step increases as per their current contract.
- 2) Employees at the top of their wage rate will have wages frozen.
- 3) All employees will pay 10% of all insurance provided to them;
- 4) "An emergency financial manager appointed under the local government and school district fiscal accountability act may reject, modify, or terminate the collective bargaining agreement as provided in the local government and school district accountability act. Provisions required by this subsection are prohibited subjects of bargaining under the act."
- 5) "The parties agree to form a Healthcare Cost Containment Committee made up of an equal number of members from the Union and the Wyandotte School District which will review and agree to further cost containment programs at least quarterly. Said cost containment programs shall not diminish the level of benefits provided in the basic plans. The parties are committed to investigate programs, which will reduce costs. Programs to be considered would include alternative healthcare providers, additional cost containment programs, and alternative traditional plans. Any programs agreed to by the parties will be implemented as soon as possible."
- 6) "In order that each new bargaining unit member may be made familiar with the provisions of this Agreement and the Departmental Supplemental Contract and his/her rights and responsibilities there under, the Employer will allow the Local Union President or, if designated, the area steward an opportunity to meet with new bargaining unit members 30 days of their arrival within the Local Union's jurisdiction. The meeting will be allowed to take place privately in an appropriate location at the worksite agreeable to management and for a reasonable period."
- 7) "The Employer agrees to deduct from the wages of any employee who is a member of the Union a P.E.O.P.L.E. deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the Employer and Union. The employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance."
- 8) All other articles and agreements will remain in effect.

NOW, THEREFORE, the parties agree on this 18th day of July, 2011 as witnessed below:

WYANDOTTE BOARD OF EDUCATION

Carla S. Harting
[Signature]

AFSCME 1430

Debra Carter 7/18/11
Mary Ann Schubert
Susan M. Smith
Mary Gallagher
Donald F. Starnes
Richard M. [unclear]
[Signature]
Keesha Thompson