

**I recommend approving the 7-1-14 to 6-30-16 Contract with Local 284.**

Negotiators for the Becker School District and the Local #284 SEIU reached a two year contract agreement on May 4, 2015.

The salary schedule will increase by 1.25% for the first year of the contract. The schedule will remain the same for the second year of the contract. The total cost increase to the district over the 2 years of the contract, including experience recognition, FICA, PERA, health, dental, and life insurance, and LTD is 4.01%. Members of the Local #284 SEIU are expected to ratify the contract on June 1<sup>st</sup>.



**SEIU Local 284  
Becker ISD 726  
Multi-Unit  
Contract Changes for the  
Contract Period 2014-16  
Tentative Agreement Reached with the  
District**

**Bargaining Team:**

Dawn Gulczinski, Steward

Mary Alkire

Joalah Boos

Deb Lannoye

Janet Robley

Nicki Bohen, Esq. Internal Organizer

Jeff Leys, Esq. Contract Organizer

Keith Niemi, Esq. President SEIU Local 284

**Bold and Underlined** indicates language changes

~~Strikethrough~~ indicates language deletions

Ratification Meeting: Monday, June 1, 2015 @ 3:30 PM

Document References Both District and Union Language Proposals

**Two Year Contract:** Change all respective dates to reflect a new two year agreement for July 1, 2014 through June 30, 2016.

**Job Classifications – Eliminate the classifications of assistant Custodian, Educational Assistant, and Office Assistant . However, Custodian Assistants employed on July 1, 2015 will remain in their current classifications.**

**Wages:**

- **Year 1 (2014-15): Increase across the board by 1.25%**
- **Year 2 (2015-16): Increase across the board by 0.0%**

**ARTICLE VII INSURANCE**

**Section 2. Health and Hospitalization Insurance.** The School District shall contribute 100% of a single coverage premium not to exceed \$700 monthly and 80% of a dependent coverage premium not exceed \$1,500 monthly. **For 2015-16, The School District shall contribute 100% of a single coverage premium not to exceed \$750 monthly and 80% of a dependent coverage premium not exceed \$1600 monthly.**

If an employee of this bargaining unit selects a plan that meets Internal Revenue Service requirements to be used in conjunction with a Health Savings Account (HSA), the District will contribute the following amounts on a monthly basis: \$700 for single coverage and \$1,500 for dependent coverage. **For 2015-16 \$750 for single coverage and \$1600 for dependent coverage.** The amounts will first be applied to the insurance premium. The remaining amount if any shall be paid by the District into a Health Savings (HSA) in the employee's name on a monthly basis. The employee may choose to contribute to their HSA account through payroll deduction up to the applicable IRS limits.

**Section 4. Income Protection.** The School District shall provide income protection insurance for each eligible employee. The District shall pay 100% of the cost. ~~For an eight (8) hour per day employee and pro rata amount for anyone working less than eight (8) hours per day.~~

**ARTICLE VIII LEAVES OF ABSENCE**

**Section 1. Sick Leave.**

**Subd. 3.** Sick leave with pay shall be allowed whenever an employee's absence is found to have been due to employee's illness and/or disability which prevented his/her attendance and performance of duties on that day or days.

**Subd. 4 Care of Relative. (renumber Subd. that come after) An employee may use his/her accrued sick leave for absences due to an illness of or injury to the employee's spouse, adult child, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent for reasonable period of time as the employee's attendance may be necessary, on the same term upon which the employee is able to use sick leave benefits for the employee's own illness or injury. This leave is limited to 160 hours in any 12-month period. This leave is concurrent, rather than in addition to sick leave an employee may use under Subd. 1. of this Section. In addition, the school district shall include any additional relatives named in Minnesota Statute 181.9413.**

**Section 3. Personal Leave.** A school service employee shall be granted two personal leave days per year. Personal leave may accumulate to ~~three (3)~~ **four (4)** days. A part-time employee may earn personal leave on a prorated basis. A written request for personal leave is to be made to the Superintendent through the head supervisor at least three (3) days in advance, except in emergencies when an oral request through the head supervisor and superintendent will be considered. Approval will be given pursuant to the following conditions:

**Subd. 1.** One (1) sick leave day will be deducted for each personal leave day used.

Subd. 2. Leave may be used in half or full day increments. **However, if a substitute for the employee is not needed, as determined by the employee's supervisor, Discretionary Personal Leave of less than one half day may be taken. However, the minimum Discretionary Personal Leave that can be taken is one hour.**

## **ARTICLE IX HOURS OF SERVICE**

**Section 6. School Closing.** In the event that school is closed for **the full day** for any reason; ~~is late starting, or has an early dismissal and the employees are not required to perform services,~~ **all employees scheduled to work that day, will be paid for all hours scheduled, for the first two occurrences each school year. After the first two occurrences, if school is closed for any reason,** the employees will be afforded the opportunity to make up the time, as determined by the district, or compensation shall not be reduced accordingly. **If make up days are scheduled, employees will not be paid for the first two make up days. In cases where school is late starting, or has an early dismissal and the employees are not required to perform services the employees will be afforded the opportunity to make up the time, as determined by the district, or compensation shall not be reduced accordingly.**

### **Appendix A.**

**Job Classification Charts for – Custodial Assistant, Educational Assistant, and Office Assistant Positions will be removed from the contract. However, Custodian Assistants employed on July 1, 2015 will remain in their current classifications.**