

**Duration of Contract**

- Four-year Collective Bargaining Agreement (CBA) – July 1 2014 through June 30, 2018

**Union Business**

- The union will be provided electronic copies of board agendas and minutes
- The union will receive names and addresses of all newly-hired employees

**Hours of Work and Overtime**

- Employees will be given 14 day advance notice of change in work assignment, hours or duties
- The payment of overtime now aligns itself with the Fair Labor Standards Act (FLSA)
- Employees will be compensated at their regular rate of pay during summer school

**Access to Personnel Records**

- Access to personnel records now aligns itself with the Personnel Records Review Act

**Vacations**

- Black-out periods for vacation requests were removed from the contract

**Salary and Fringe Benefits:**

- Employees will be paid every two weeks and have the option of receiving payroll checks either twenty-six (26) pays or twenty-two pays (22)
- Base salary increase is two percent (2%) per year
- Doctors note required after three (3) consecutive days of illness
- Board Contribution towards insurance per month are as follows:
  - 2014-15        \$511
  - 2015-16        \$525
  - 2016-17        \$535
  - 2017-18        \$545
- Life insurance coverage amount is \$30,000

Harvey Public Schools District 152  
Highlights of the CBA with SEIU 2014-2018

November 17, 2014

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- Retirement benefits identical to the HESPA contract
  - OPTION A: 20-24 consecutive years of service and at least 55 years of age = \$7,000 recognition incentive paid 75 days after retirement date
  - OPTION B: 25 or more consecutive years of service and at least 55 years of age = \$8,000 recognition incentive paid 75 days after retirement date

**Ratification and Approval**

- SEIU is scheduled to ratify the contract on November 17, 2014
- Board is scheduled to approve on November 17, 2014