

BURNSVILLE EAGAN SAVAGE

Independent School District 191

Human Resources

AGENDA ITEM:

To: Members of the Board of Education
Superintendent Dr. Theresa Battle

From: Stacey Sovine
Executive Director of Human Resources

Date: February 20, 2020

RE: **Collective Bargaining Agreement with SEIU Local #284 Custodial Employees**

RECOMMENDATION: THAT THE BOARD OF EDUCATION APPROVE THE PROPOSED REVISIONS AND RE-ADOPT THE UNCHANGED LANGUAGE IN THE 2019-2021 MASTER AGREEMENT WITH SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL #284 CUSTODIAL EMPLOYEES

District and Union Negotiators reached a tentative agreement on January 15, 2020. The union ratified the agreement in February 2020. The union of 81 employees was represented by SEIU Organizer, Russ Lewis. The district was represented by Tiffany Weiler, Robin Pikal and Stacey Sovine.

The major language items agreed upon in the tentative agreement include:

- Eliminated now defunct union Fair Share language.
- Made significant changes to the Emergency Closing language
- And modified Long Term Disability language to allow for the exploration of a more mutually beneficial plan.

Economic terms agreed to include:

Total

- 2 year increased cost \$373,000
- Schedule increase year 1 and year 2 both at 1 %
- MSBA 2 year package increase is 5.46%