

AGREEMENT

BETWEEN

BOARD OF EDUCATION OF ALLEGAN AREA EDUCATIONAL SERVICE AGENCY

AND

LOCAL 517M OF THE SERVICE EMPLOYEES

INTERNATIONAL UNION

BUS DRIVERS & BUS ATTENDANTS

JULY 2017

through

JUNE 2020

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ARTICLE 1

AGREEMENT

This Agreement entered into this ___ day of _____ by and between the BOARD OF EDUCATION OF THE ALLEGAN AREA EDUCATIONAL SERVICE AGENCY of Allegan, Michigan, hereinafter called the “Employer”, the “District”, the “AAESA” or the “Board”, and the SERVICE EMPLOYEES INTERNATIONAL UNION, hereinafter called “S.E.I.U.” or “Union,” through its local affiliate, Local 517M, S.E.I.U.

ARTICLE 2

PURPOSE

Section 1. This Agreement is negotiated pursuant to the Public Employment Relations Act, Act No. 336 of the Public Acts of 1947 as amended, to establish the terms and conditions of employment for the members of the bargaining unit herein defined.

Section 2. The Employer and the Union recognize the importance of orderly and peaceful labor relations for the mutual interest and benefit of the Employer, Employees, and the Union. The Employer and the Union further recognize the mutual benefits of just and expeditious resolution of disputes which may arise as to proper interpretation and implementation of this Agreement and accordingly, have included herein a grievance procedure for the effective processing and resolution of such disputes.

Section 3. The provisions of this Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent.

ARTICLE 3

RECOGNITION

Section 1. The Employer hereby recognizes the Union as the sole and exclusive bargaining representative for all regular special education bus drivers and bus attendants but excluding all other employees, including but not limited to the following: supervisors; substitute drivers; substitute summer and student employees; mechanics; dispatchers; employees covered by CETA and other federal or state externally funded programs except that, such externally funded employees shall, if required by law, be covered by this Agreement and/or represented by the Union, to the extent required by such law.

Section 2. Unless otherwise indicated, the term “Employee” when used hereinafter in the Agreement shall refer to members of the above-defined bargaining unit.

Section 3. As used hereinafter, the term “district of origin” shall refer to the (pre) K-12 public school district within the AAESA, that employed the bargaining unit member as a bus driver/aide/attendant, that would otherwise have discontinued the employment of the bargaining unit member as a result of an agreement between that district and the AAESA with respect to the provision of special education transportation services.

ARTICLE 4

EXTENT OF AGREEMENT

Section 1. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in written and signed amendment to this Agreement.

Section 2. Any individual contract between the Employer and an individual employee heretofore or hereafter executed shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any provision inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

Section 3. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Although such subjects and matters need not be collectively bargained, both the Employer and the Union agree to discuss them at the conferences described in Section 4 of this Article.

Section 4. Subject to the preceding Sections of this Article, special conferences for important matters will be arranged between the Union president or his designee and the Employer's designated representative upon the request of either party.

ARTICLE 5

MANAGEMENT RIGHTS

Section 1. The Union recognizes that the Employer has the responsibility and the authority to manage and direct all of the operations and activities of the District to the full extent authorized by law, that all of the rights and powers that the Employer had prior to the execution of this Agreement are retained by the Employer, and that nothing in this Agreement shall be deemed to limit or control the exercise of the same unless, and only to the extent, they are expressly and specifically limited by this Agreement.

These rights and powers, include, but are not limited to: the rights to hire, direct, assign, recall, demote and promote employees; to reprimand, suspend, and discharge employees for just cause; to lay off employees for lack of work or other legitimate reason; to reduce the work day or work week or effect reductions in hours by combining layoffs and reductions in work day or work week; to select employees for promotion or transfer to supervisory or other positions outside the bargaining unit; to determine the qualifications and competency of employees to perform available work; to change and eliminate job classifications; to establish new classifications and the work content of existing classifications; to maintain discipline, order and efficiency of employees; to plan for and manage its affairs efficiently and economically, including the determination of the quantity and quality of service to be performed; to determine the number of employees assigned to any operations, to determine the labor requirements of the

District and to determine and adjust the size of the work force and to determine and adjust the schedules of work, including bus schedules; to determine and adjust the means, methods and procedures of work and to introduce new and improved means, methods and procedures and eliminate existing means, methods and procedures; to discontinue any service, function or operation; to establish, revise and maintain and enforce work standards.

Section 2. Except as otherwise provided herein, all reasonable rules, regulations, policies, procedures, and practices of the Employer shall remain in full force and effect and may be changed, updated and supplemented from time to time, provided that they do not conflict with an express limitation in this Agreement.

It is specifically understood, without limiting the generality of the foregoing, that the Employer shall have the right to make reasonable rules and regulations not in conflict with this Agreement as it may from time to time deem best for the purpose of maintaining safety, discipline, security, efficient and/or effective operations. The Employer shall make the employees aware of new or modified rules and regulations prior to implementation. The rules and regulations shall not limit the Employer's right to discipline or discharge employees under appropriate circumstances, whether or not the cause for such action is addressed in said rules.

Section 3. As is presently the case, supervisory personnel and other employees of the Employer not included in the bargaining unit represented by the Union may perform any work, including work ordinarily done by members of the bargaining unit represented by the Union. However, this Section is intended to provide for temporary or occasional relief and will not be used to displace bargaining unit employees with non bargaining unit employees.

Section 4. The Employer's right to transfer employees will be exercised in accordance with the following: a) If the transfer occurs in connection with a layoff situation, the procedures

set forth in the last paragraph of Section 2, Article XII, Layoff and Recall, will be observed. b) In all other cases of transfer, the Union and the employee will be given a prior opportunity to meet with the Employer and discuss the impact of such transfer.

ARTICLE 6

UNION RIGHTS AND SECURITY

Section 1. The Union shall have, in addition to other rights expressly set forth or provided by statute, the following rights:

a) The Union and its members shall have the right to use school building rooms for meeting purposes at all reasonable hours as other community groups, using the same requisition forms and procedures as other community groups. No employee shall be prevented from wearing insignia, pins, or other identification of membership in the Union, either on or off school premises.

b) Bulletin Boards and School Mails. The Union shall be provided with bulletin boards, or sections thereof, for the purpose of posting Union materials. The Union shall also have the right to use the school mails to distribute Union material.

c) Union Representatives. Duly authorized representatives of the Union shall be permitted to transact official Union business on school property provided that this shall not interfere with nor interrupt normal school operations or an employee's assigned duties. Upon entering school buildings, Union representatives will notify the appropriate building administrators of their presence.

d) Union Representation. Employees shall be represented by Union Stewards, or in the absence of the regular Steward, by an Alternate Steward. Both

Stewards and Alternate Stewards shall be regular employees of the bargaining unit. The Union shall furnish, in writing, to the Employer, the names of Stewards and Alternate Stewards upon their election or appointment.

e) The Employer agrees to furnish to the Union in response to a reasonable request from time to time, all available information of a public nature concerning the financial resources of the District and such other information of a public nature as will assist the Union in developing intelligent, accurate, informed and constructive programs on behalf of the employees, together with information which may be necessary for the Union to process grievances or complaints.

Section 2. Union Leave. The Employer shall provide up to 6 days per contract year (July 1 through June 30) of released time for the handling of Union business for the union officers and stewards during the affected employee's regular work hours. The use of such released time must be approved in advance by the local president, and the Employer shall be given reasonable advance notice of any such absence from work. The affected employee's absence from work shall be in increments of half days and full days with four hours or less constituting a half day and more than four hours constituting a full day. Not more than two employees may be absent at any time. If the Employer obtains a substitute, the Union shall reimburse the Employer at the substitute's rate of pay.

ARTICLE 7

NO DISCRIMINATION

Section 1. The Employer and the Union agree that neither will discriminate against or between employees covered by this Agreement because of their race, creed, religion, color, national origin or ancestry, age, sex, height, weight, qualified disability, or marital status. A claimed violation of this Article may be the subject of a grievance, but shall not be arbitrated without the Employer's consent. However, to expedite grievance processing, any grievance which alleges a violation of this Section shall be initially filed at Level Two of the grievance.

Section 2. References in this Agreement to the masculine gender are for convenience only, and apply equally to the feminine gender.

ARTICLE 8

DISCIPLINE AND EMPLOYEE RIGHTS

Section 1. No employee shall be disciplined without just cause. Work rules have been issued. If the Employer decides to change or add to the rules in the future, the change or addition will be posted and a copy provided to the Union. If the Union believes that the change or addition is unreasonable, the issue of reasonableness shall be subject to the grievance and arbitration procedure.

Section 2. An employee shall be entitled to have present a representative of the Union during any disciplinary action when such action will become part of the employee's personnel file. When a request for representation is made, no action shall be taken with respect to the employee until such representative is present. In the event a disciplinary action is to be taken,

the employee shall be advised of the right to representation under this provision of the Agreement prior to the action being taken.

Section 3. Any formal complaint made against an employee by any parent, student, or other person will be promptly called to the attention of the employee. Any complaint not called to the attention of the employee may not be used in any disciplinary action against the employee.

Section 4. It is agreed and understood that under normal circumstances the following progressive system of discipline shall be followed in disciplining employees:

- a) Verbal Warning.
- b) Written reprimand by supervisor.
- c) Suspension without pay.
- d) Dismissal.

All forms of discipline shall be documented with the occurrence date and the topic. Further, it is agreed and understood that there may be a combination or acceleration of such steps in a serious case. All discipline documents will include the following statement on them. "Employee's signature indicates that this matter was discussed with him/her. It does not indicate agreement." Any employee who has remained "discipline free" for a period of two and a half (2.5) consecutive years shall have their personnel file expunged of prior discipline excluding any incidents involving student safety and care; those remain in the personnel file indefinitely.

Section 5. Attendance Policy. If an employee misses any part of their assigned day or shift time (sick time) this will be considered an occurrence. Not counted as an occurrence would be pre-arranged personal time as well as physician visit, at the employee choice (if the employer receives a doctor's note from the treating physician's office) (the employee must physically have visited the doctor's office)). Employees who record three (3) occurrences within

a 30-day period will warrant a discussion and some form of discipline from the department supervisor, depending on the circumstances regarding the time off. Note: in reference to Article 17, Section 3 (Attendance Incentive), physician's note days are classified as sick days in the calculation of the employee incentive payout.

For clarification regarding the occurrence definition; an occurrence can be recorded as a partial and/or entire workday. In an event the employee's time-off exceeds three (3) consecutive workdays, the employee will be directed to available or applicable leave of absence or time-off options (FMLA, Medical Leave, Unpaid Leave of Absence, etc.) to determine if employee qualifies. Please refer to the separate policies within the Employee Manual and the SEIU Labor Agreement covering the other available time-off options mentioned.

Furthermore, the attendance policy will be modified, and reduced to writing, to capture improvement in an employee's attendance record. In an effort to reward improvement; if an employee's attendance improves over a ninety (90) calendar day period, the issued discipline will not be used in a progressive manner. This means if an employee can go ninety (90) days in a calendar period without being issued discipline due to another reoccurring three (3) occurrence event within a 30-day period, they would be back to the level of discipline she/he attained originally. However, if the employee records three (3) occurrences during the ninety (90) calendar day period, progressive discipline will occur.

ARTICLE 9

PEACEFUL RELATIONS

Section 1. Continuous and uninterrupted operations by the District and orderly collective bargaining relations between the Employer and the Union to secure prompt and fair disposition of disputes and grievances being essential considerations of this Agreement, it is agreed that the Union and its members, individually and collectively, will not, during the terms of this Agreement call, permit, sanction, take part in, or assist in: (a) any strike, sympathetic or otherwise, including work stoppages, or slow downs; (b) honoring of any picket line or strike by any other Union, organization or individual against the District, unless the reason for honoring the picket line is serious and imminent physical danger, in which event the employee shall have the burden of proving the actual existence of such danger.

Section 2. The Employer shall have the absolute right to discharge or otherwise discipline any individual employee or group of employees who violate Section 1 of this Article. Such discipline may be grieved and arbitrated, but the arbitrator shall have no authority to mitigate or reduce the discipline unless the arbitrator finds that there was no violation of Section 1. If such a violation occurred, then the grievance must be denied in its entirety. If the violation did not occur, then (and only then) may the arbitrator fashion an appropriate remedy.

Section 3. In the event there is an alleged violation of Section 1 of this Article, the Union shall immediately inform every employee in writing, with a copy to the Employer, that such activity is unauthorized by the Union, that such activity is in violation of this Agreement, and that such activity in and of itself, is cause for discharge as defined in Section 2 above.

ARTICLE10

GRIEVANCE PROCEDURE

Section 1. A grievance shall be an alleged violation, misinterpretation, or misapplication of the expressed terms of this Agreement. It is expressly understood that, if the application or enforcement of a Board policy or regulation causes such alleged violation of a term of this Agreement, the application or enforcement of such policy or regulation may be challenged by a grievance.

Section 2. The Union shall designate a representative to handle grievances. The Employer hereby designates the Transportation Supervisor, or designee, to act as its representative at Level One as hereinafter described, the Director of Finance & Operations, or designee, to act at Level Two as hereinafter described, and the Superintendent or his designated representative, to act at Level Three as hereinafter described.

Section 3. The term “days” herein used shall mean business days of the AAESA.

Section 4. Level One: An employee, group of employees, or the Union, believing themselves wronged by an alleged violation of the expressed provisions of this Agreement, shall, within fifteen (15) business days of its alleged occurrence, orally discuss the matter with the Supervisor in an attempt to resolve same. The supervisor shall provide his/her response within three (3) days of the discussion. If the supervisor’s response does not satisfactorily resolve the grievance, the Union may proceed to Level Two.

Section 5. Level Two: A written grievance shall be filed with the Director of Finance & Operations within five (5) days from the date of the Supervisor’s response. Within five (5) days of receipt of the grievance, the Director of Finance & Operations, or designee, shall arrange a meeting with the grievant and/or the designated Union representative, at the option of the

grievant, to discuss the grievance. Such meeting shall be held no later than ten (10) days from the date the grievance is submitted to the Director of Finance & Operations. Within five (5) days of the meeting, the Director of Finance & Operations or designee, shall render his decision in writing, with the disposition of the grievance, transmitting a copy of the same to the grievant and the Union representative, and place a copy of same in a permanent grievance file.

If no decision is rendered within five (5) days of the discussion, or the decision is unsatisfactory to the grievant and the Union, the grievant may appeal same to the Superintendent by filing a written grievance, along with the decision of the Director of Finance & Operations or designee, within five (5) days of the receipt of the Director of Finance & Operations written decision.

Section 6. Level Three: Within five (5) days of receipt of the grievance, the Superintendent, or designee, shall arrange a meeting with the grievant and/or the designated Union representative, at the option of the grievant, to discuss the grievance. Such meeting shall be held at a mutually convenient time, normally not to exceed fifteen days from the date the grievance is submitted to the Superintendent. Within five (5) days of the meeting, the Superintendent, or his/her designated representative, shall render his decision in writing, with the disposition of the grievance, transmitting a copy of the same to the grievant and the Union representative, and place a copy of same in a permanent grievance file in the office of the Superintendent.

Section 7. The number of days indicated at each level may be waived by mutual written consent of the Employer representative and the grievant/Union.

Section 8. All grievance procedures and investigations by the Union will be processed during times which do not interfere with assigned duties.

Section 9. Any individual employee, at any time, may present a grievance to his Employer and have the grievance adjusted without intervention of the Union representative, if the adjustment is not inconsistent with the terms of the Contract or Agreement then in effect. The Union representative will not be denied the opportunity to be present at such adjustment.

Section 10. Back pay adjustments, where applicable, will be limited to the date the alleged violation occurred, and to the amount actually lost, with deduction of all sums earned, or which, by the exercise of reasonable diligence, would have been earned during the back pay period. The Employer will have no liability for any special compensation claim.

Section 11. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his rights hereunder will be pursuant to the grievance procedure; provided, however, that nothing contained herein will deprive any employee of any legal right which he presently has, provided that, if an employee elects to pursue any legal or statutory remedy, such election will bar any further or subsequent proceedings for relief under the provisions of this Article.

Section 12. In the course of investigation of any grievance, representatives of the Union will report to the office of the Supervisor of the building or site being visited and state the purpose of the visit immediately.

Section 13. Every effort will be made to avoid the involvement of students in all phases of the grievance procedure.

Section 14. The enclosed written grievance form shall be mutually agreed upon and must be used by the Employer and the Union. A reasonable supply of the forms shall, at the beginning, be supplied to the Union. All persons involved in the grievance shall have a copy of the grievance form.

Section 15. If the grievance is not settled as a result of such final determination by the Employer, the Union shall have the right to appeal the dispute to an impartial arbitrator. Such appeal must be taken by written notice given to the other party within twenty (20) days from the date the Employer's final answer is given. If the parties cannot agree upon such arbitrator within ten (10) days after the notice is given, then they shall select such arbitrator in accordance with the rules of the American Arbitration Association, with the Union filing a Demand with AAA.

Section 16. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific Articles and Sections of this Agreement.

a) It is expressly agreed that the power and authority of the arbitrator shall be limited in each case to the resolution of the question submitted to him. It is further specifically agreed that the arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement, nor shall the arbitrator substitute his discretion for that of the Employer or the Union where such discretion has been retained by the Employer or Union, nor shall the arbitrator exercise any responsibility or function of the Employer or of the Union. The decision of the arbitrator shall be final and binding on both parties.

b) The fees and expenses of the arbitrator shall be shared equally by the Employer and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

c) No decision in any one case shall require a retroactive adjustment in any other case.

d) The Arbitrator shall have no power to establish salary scales.

Section 17. The time limits provided in this Article shall be strictly observed but may be extended by written agreement of the parties. In the event a grievance is filed after May 15 of any year and strict adherence to the time limits may result in hardship to any party, the Employer shall use its best efforts to process such grievance prior to the end of the school term or as soon thereafter as may be possible.

Section 18. Notwithstanding the expiration of this Agreement, any claim or grievance arising and properly filed thereunder may continue to be processed through the grievance procedure until resolution.

Section 19. If an individual employee has a personal complaint which he desires to discuss with the Superintendent, he is free to do so.

Section 20. If any employee for whom a grievance is sustained is found to have been unjustly discharged, he shall be reinstated with full reimbursement of all professional compensation lost. If he is found to have been improperly deprived of any professional compensation or advantage, the same or its equivalent in money shall be paid to him.

Section 21. Expedited Arbitration. The Union, with the prior written consent of the Employer, may process a grievance via the expedited grievance procedure outlined as follows:

a) The grievance shall be submitted in writing to the Superintendent or his/her designee. Within five (5) days after submission, the Superintendent or his/her designee shall schedule a meeting with the Union in an effort to resolve the dispute.

b) If the dispute is still not resolved to the Union's satisfaction within seven (7) days of the initial hearing between the Superintendent or his/her designee and the Union, as above described, the Union may appeal the grievance to the American Arbitration Association in accordance with its rules of expedited arbitration.

c) Except as provided otherwise in this Section 21, expedited arbitration shall be subject to all of the provisions of this Article.

ARTICLE 11

SENIORITY

Section 1. Probationary Employees. New employees shall be considered as probationary employees for their first one hundred and twenty (120) calendar days in the classification. This period may be extended to a maximum of three (3) months if mutually agreed upon by the Union and Employer. There shall be no seniority among probationary employees. Probationary employees are employed at the will of the Employer and they may be discharged at any time in the Employer's sole discretion, and the employee shall have no recourse through the grievance procedure. The Employer shall have no responsibility to recall or re-employ any probationary employee laid off or discharged during his probationary period. After probationary employees have completed their probationary period, they shall be entered on the seniority list and shall rank in seniority from the first day worked by them in the unit and in their present classification after their latest employment with the Employer.

Section 2. Definition of Seniority. (a) Subject to subparagraph (b) below, unit wide seniority is defined as length of continuous service in the bargaining unit since the employee's last date of hire. Classification seniority shall be defined as the length of continuous service in their respected classification. When staff is hired with the same hire date, the last four (4) digits of the social security number will be used to determine the highest seniority. The highest social security number will be the highest seniority. Seniority shall commence after completion of the probationary period and shall thereafter apply only as specifically set forth in this Agreement.

(b) All drivers and attendants employed by the AAESA, who otherwise would have been without employment as a result of an agreement between the AAESA and a (pre) K-12 district within the AAESA regarding the provision of special education transportation services, shall be granted seniority equal to the seniority earned in a bus driver/aide/attendant classification within a recognized bargaining unit, as of the last work day of the employee's service in such district.

Section 3. Seniority Lists. No later than September 15th and January 15th, the Employer shall prepare a current seniority list. All seniority employees will be ranked on the list. Such seniority list will contain both the employees classification seniority and unit wide seniority. The seniority list will be posted in a conspicuous location in each building, and a copy provided to the Union president.

It shall be the responsibility of the Union and of the employees to check any such posted seniority list and to notify Director of Finance and Operations in writing of any error contained therein within ten (10) work days from the date the list was given to the local president. Disputes as to the correctness of seniority shown on the list shall be subject to the grievance procedure herein, if not amicably resolved.

The Employer shall be entitled to rely on such posted lists. If the Employer is not notified of the existence of an error within the ten (10) work days provided above following the delivery of the seniority list, the Employer shall incur no liability for any erroneous uses of seniority. If the Employer has been notified of an alleged error, the Employer nonetheless may use the seniority list, subject, however, to grievance and arbitration over the correctness of its actions.

Section 4. Termination of Seniority. Seniority and other benefits covered by this Agreement, and the employment relationship, will be terminated for the following reasons:

- a) If the employee voluntarily quits or retires;
- b) If the employee is discharged for cause;
- c) If the employee is absent for any cause from work for more than three (3) working days without notifying his Supervisor, unless he has a valid excuse for such failure to give notice;
- d) If the employee fails to return to work after expiration of a leave of absence or vacation leave, unless he has a valid excuse for such failure;
- e) If the employee fails to return to work after recall within ten (10) days after receiving notice of recall, unless he has a valid excuse for such failure.
- f) If the bus driver has been on displacement layoff from the District for a period of five (5) years and has not been recalled to a bargaining unit position.
- g) If the bus attendant has been on displacement layoff from the District for a period of two (2) years or his/her length of service at the time of layoff, whichever is greater, and has not been recalled to a bargaining unit position.
- h) If the employee violates a restriction of a leave of absence, or gives a false reason for obtaining a leave of absence or works for remuneration while on approved leave of absence unless such work for remuneration is done with the prior written consent of the Employer.
- i) If the employee makes any false representation, whenever discovered, relating to his physical condition which bear on his physical suitability for employment, or any false representation, whenever discovered, on his employment application.

A “valid excuse” for the purpose of item (c) shall consist only of an accident or sickness making it impossible for the employee to have notified his Supervisor within the stated period; and for the purposes of items (d) and (e) shall consist only of an accident, sickness or traveling distance making it impossible for the employee to return at the stated time, providing the employee notifies his Supervisor of this reason at the earliest possible date.

Section 5. When a temporary or substitute employee is assigned to replace a regular employee for 60 consecutive work days, he/she will then become eligible to receive benefits, except insurance coverage. These benefits will continue only as long as the assignment continues. This section is not intended to have any effect upon the employee’s seniority or seniority status, which are controlled by other applicable provisions of this agreement.

Section 6. An employee shall continue to accrue seniority for the first six (6) months of leave.

ARTICLE 12

LAYOFF AND RECALL

Section 1. Layoff shall include: a) the displacement of an employee, and b) a reduction of twenty five percent (25%) or more in an employee’s scheduled available work. A layoff may result from lack of work, economic considerations, or other reasons that in the estimation of management require reductions in the work force or in the amount of work to be performed or in the manpower required to perform the work.

In applying Part (b) of the definition of layoff (twenty-five percent or greater reduction in available work) overtime or extra duty work shall not be included in determining an employee pre reduction work level. Post reduction work levels shall be determined based on average hours of work over a period of the six (6) consecutive weeks, preceding the week during which the

employee claims he/she reached the 25% reduction level. In addition, the reduction of twenty five percent (25%) or more must occur within a six month period.

A layoff situation may include a combination of both types of layoffs i.e., displacement of employees and twenty five percent (25%) or greater reduction in hours for other employees.

Section 2. In the event that the Employer decides that one or more layoffs is/are necessary within a classification, it shall utilize all reasonable means including transfers, and changes in hours, schedules and/or duty assignments, to insure that within the classification junior employees are laid off first, provided that the senior employee has the skill and ability to perform the available work. The impact and hardship on employees will be among the factors which the Employer will consider in making its decision in these matters, although it is recognized that the ultimate responsibility in making these decisions is the Employer's.

If layoffs involve both displacement of certain employees and reduction of hours greater than twenty five (25%) for other employees, the foregoing system will be applied so that the most junior employees are displaced, and the next most junior employees are reduced in hours. If a layoff involves only reduction in hours, and not displacement, the most junior employees will likewise be those affected.

If the Employer utilizes its right to transfer employees in connection with a layoff situation, as provided above, an affected employee may instead accept an available displacement. If there are more employees who desire such displacement than the number of displacements planned by the Employer, displacement requests shall be granted in order of seniority, i.e., the most senior employee first. In addition, if any employees are to be transferred, two weeks advance notice will be given, and the Union and the employee will be given a prior opportunity to meet with the Employer and discuss the impact of such transfer.

Section 3. The following recall procedure will apply to employees who have been displaced from work due to a layoff. (With respect to employees who have been reduced in hours by twenty five percent or more, the Employer will on a continuing basis consider the possibility of increasing hours of work.) a) Employees will be recalled in order of seniority i.e., the most senior employee will be the first to be recalled and so forth. b) Recall will be to the first open position in the classification, not necessarily to the job which the employee previously held. c) The employee will be called by telephone and notified of his recall and the date on which he is to return to work. d) If an employee is not contacted under c) above, the Employer will send a certified letter notifying the employee of his recall to work and the date on which he is to resume working. The employee will have a maximum of ten (10) calendar days to return to work. e) It is the employee's responsibility to main his correct address and telephone number on file with the Employer, and the Employer shall not assume any responsibility in the event notices are not received because the last address or telephone number is incorrect, nor will an incorrect address or telephone number be considered a valid excuse for a failure to report to work following a recall. f) The Employer reserves the right to temporarily fill any job during the processing of recalls in any manner it sees fit. g) An employee may remain on the recall list for five (5) years.

Section 4. An employee who refuses a transfer (subject to Section 2), work assignment or recall under the procedure within this Article shall lose all seniority and be terminated as a quit, except that an employee will not be required to accept a recall to a position which averages less than seventy five (75) of the employee's predisplacement hours of work.

Section 5. When the Employer deems it necessary that a layoff needs to occur, such layoff will take place within the classification and origin (garage) effected. An employee, who chooses to utilize their bumping rights, will bump the lowest senior employee (based on

classification seniority) within their classification and origin (garage). If such laid off employee is currently the lowest senior employee within the classification and origin (garage) then he/she may choose to bump within their classification organization wide or remain on layoff status. If a route is added to an origin (garage) outside of the laid off employee's origin (garage), the employee does not have to be placed in this origin (garage). The required recall would only apply to their classification and origin (garage).

Section 6. The Employer will provide at least thirty (30) calendar days advance notice of any layoff, except that where unforeseen circumstances require less notice, the Employer will provide as much notice as circumstances reasonably permit.

The Union will cooperate in meeting and consulting with the Employer if the Employer so requests to review layoffs, recalls and related matters prior to their implementation.

ARTICLE 13

JOB POSTING

Section 1. All applications of seniority provided for in this Article shall be strictly limited to positions within the bargaining unit.

Section 2. If the Employer decides to fill a permanent vacancy in a bargaining unit job, within thirty (30) calendar days the vacancy will be posted at each site to all AAESA-Wide for not less than seven (7) calendar days. If not filled, the vacancy may be filled externally. During June, July and August, vacancies will be posted on Mondays. If Monday falls on a holiday, the posting shall occur on Tuesday and continue through Friday. All route postings will be distributed to all employees' work emails.

Qualifications for the job will be as determined by the Employer. Generally, such qualifications will include any written job description and any other qualifications which are reasonably related to the job and the current schedule for the job. Including such information in the posting does not alter the Employer's management or other contractual rights.

Copies of job postings will be supplied to the local president and the SEIU Labor Relations Specialist.

Section 3. Job bids must be submitted in writing, to the person indicated on the posting, prior to the end of the last day of the posting.

Section 4. If two or more eligible employees are qualified to perform the job and file timely bids, a junior employee (based on classification seniority) will not be awarded the job in favor of a senior employee (based on classification seniority) unless the junior employee's qualifications are superior to those of the senior employee. If no employee within the classification bids on the posting then the employer will then award the job in favor of a senior employee based on unit wide seniority. If no qualified seniority employee filed a timely bid, the Employer may fill the position in its discretion.

Section 5. The Employer may cancel or postpone a job posting at any time. Upon request, the Union will be given the reason(s) for any such cancellation or postponement.

Section 6. An employee who successfully bids on a job will have a trial period of five (5) consecutive working days during which the employee may be disqualified by the Employer, or may disqualify him/herself

Section 7. If the Employer decides a run (that is not already established) needs to be posted as temporary, such posting shall not exceed a duration of forty (40) calendar days. After such time, the run shall be posted as a permanent vacancy.

Section 8. Route averages will be calculated after five (5) days of a mid-day addition/deletion route permanent change. If a mid-day route is deleted, the employee's original average will be adjusted to back out the mid-day portion of the average.

Section 9. Mid-day routes shall be independent of a.m. and p.m. routes and shall be posted as such. There shall be no restrictions (other than specified below) of drivers for bidding or relinquishing mid-day routes.

If an employee relinquishes their mid-day route, it must notify the employer at least ten (10) work days prior to the effective date of relinquishment. Such notification shall be in writing and specify the effective date of relinquishment.

Any employee who has relinquished their mid-day route shall not be able to bid on another mid-day route for a period of three (3) months, unless the employer has to go to an external posting, in which the three (3) month period will be waived.

ARTICLE 14

A. HOURS OF WORK AND OVERTIME – BUS DRIVERS & ATTENDANTS

Section 1. Nothing contained in this Agreement shall be construed to guarantee any minimum of work, or a guaranteed work day, week or year.

Section 2. Overtime. Overtime shall not be worked unless it has been authorized. Overtime, at the rate of 1 1/2 times the employee's regular wage will be paid for all hours worked in excess of forty (40) in a work week. Paid holidays, paid vacation and all other paid time off will be credited towards such forty (40) hours, provided that the employee works all scheduled hours during the week in question, and provided further that there will be no more

than eight (8) hours of such credit per holiday, including time worked if an employee works on a holiday. Overtime work will be assigned by the Employer.

Section 3. An employee may bid to better his/her route time as long as they do not alter their existing route or create an overtime situation.

Section 4. All Sunday work will be double time.

Section 5. The Employer will pay up to three (3) hours of pay at the employees regularly hourly rate at the beginning of the school year, to set up required bus route documents (Passenger List and Route Directions), familiarize themselves with the route, establishing route times, sequencing and contacting parents.

ARTICLE 15

WORKING CONDITIONS

Section 1. Safety and Health.

a) An employee will not be required to perform unusually hazardous work which: (i) is not an ordinary element of the employee's job, and (ii) poses a serious and immediate threat to the employee's health or safety. An employee who refuses to perform work under this provision does so at his/her risk and will have the burden of proving the actual existence of such threat. In all other situations, where the danger is not serious and immediate, the rule "work now, grieve later" shall apply.

b) The Employer will provide approved first aid material in work areas.

c) If an employee believes that necessary safety equipment should be available, the matter may be taken up with the supervisor or his designee.

Section 2. The Employer will support and assist employees with respect to preventing students from improperly interfering with the performance of work. A master list of bus rules will be posted on every bus.

Section 3. Employees will not be required to perform supervisory duties. If an employee believes that this Section is being violated, the rule will be “work now, grieve later”.

ARTICLE 16

UNPAID LEAVE OF ABSENCE

Section 1. Personal Leave. An employee may be granted an unpaid leave of absence for personal reasons, or an extension of such a leave, for any period not to exceed thirty (30) calendar days. The leave shall be requested in writing, shall be submitted to the Superintendent, and the request shall state the reasons for the leave or extension. The granting of such leave or extension shall be within the discretion of the Superintendent. Such leave or extension shall not be granted or used for the purpose of pursuing or engaging in other employment, unless the employee has received prior written authorization from the Superintendent. Requests for personal leaves and for extensions shall be considered based upon the reason for the leave or extension and the effect of the leave or extension on the District’s operations.

Section 2. Military Leave. An employee who leaves the employment or the District for active service in the Armed Forces of the United States under the provisions of any law of the United States or the State of Michigan, shall, upon application for reemployment, be entitled to whatever reinstatement privileges are established by such laws.

Section 3. Medical Leave

a) Any employee who becomes disabled and cannot work due to illness or injury, and whose claim of such disability shall be in writing and supported by a doctor's statement to the Employer, shall be granted an unpaid medical leave of absence, for a consecutive or non-intermittent period, as necessary for up to one (1) year or the length of the employee's disability, whichever is less. The minimum amount of consecutive work days an employee cannot work to qualify for an unpaid medical leave of absence is twenty (20) work days for traditional calendar staff and ten (10) work days for non-traditional calendar (year round) staff. An employee must provide AAESA with at least thirty (30) calendar days advance notice of the need to take unpaid medical leave when he or she knows about the need for the leave in advance and it is reasonable and practical to do so. When thirty (30) days is not possible, the employee will give as much notice as is reasonably foreseeable. The employee will provide notice to AAESA HR within two (2) business days upon receipt of an updated doctor note follow up appointment. Employees on a medical leave of absence for over a forty-five (45) calendar unpaid day period will have their sick and personal days pro-rated for the current school year.

b) Any employee who becomes ill or disabled from a work related cause (Worker's Compensation claim) shall not be required to use their paid sick leave days for the duration of such illness or disability.

c) An employee granted sick leave of absence upon his verbal request, or one made in his behalf by another, shall at the first reasonable opportunity under the circumstances presented, support such request with an application in writing, together

with such evidence of his need for leave as the Employer may require including, if required, a doctor's certificate.

d) The Employer may require a doctor's certificate that an employee has fully recovered and is able to perform all the essential functions of his job prior to returning such employees to work. An employee shall give prompt notice to the transportation supervisor and the Employer shall return the employee to work not later than the first Monday after the Employer receives such notice of the employee's ability to return to work.

e) An employee on medical leave of absence shall, upon return to work, be re-employed in his regular job if his seniority and abilities would permit, provided the above requirements are met. If no job is available which the employee's seniority and abilities permit him to fill, the employee shall be deemed to be laid off.

f) At its expense, the Employer may require an employee to be examined by a doctor who is mutually agreeable to both the employee and the Employer, in connection with either the approval or extension, of a medical leave or, in connection with an employee's ability to return to work and perform the essential functions of the job.

Section 4. Union Leave. A leave of absence of up to four (4) years shall be granted upon application for the purpose of serving as an employee outside of the AAESA in a labor relations capacity.

Section 5. General. If an employee violates or falsifies the reason for a leave; obtains other employment during a leave without prior written authorization; or overstays a leave without giving notice and providing substantiation for the necessity of the extension, as soon as is reasonably possible, (subject to the provisions of Article XI, Seniority); the employee shall be

deemed to have quit his job. If the employee complies with the provisions of this Article, the employee shall retain but shall not accumulate seniority during the leave.

All leaves of absence which are provided for in this Article shall be without pay.

ARTICLE 17

PAID LEAVE-BUS DRIVERS & ATTENDANTS

Section 1. Employees will get ten (10) sick days to be used for absence caused by illness or physical disability of the employee and three (3) personal days per year. Five (5) sick days and three (3) personal days will be given at the start of the school year and five (5) sick days in January. The value for each day is determined through employee route time average calculations taken each school year in September and January. During the calculation process the value of each sick day will not exceed eight (8) hours. Any sick leave left at the end of the school year (June 30th) will be banked as sick leave. Any personal leave will be paid out to the employee at their regular hourly rate at the end of every school year. When an employee reaches 500 accumulated sick leave hours by June 30th in 2017-2018, the Employer will pay them \$8.00 for each hour over 500 hours, and when an employee reaches 400 hours in 2018-2019 and thereafter, the employer will pay them \$7.00 for each hour over 400 accumulated sick leave hours, to be paid in the form of a 403b contribution to an employer selected account. Personal days may not be taken just preceding or following a break period and the first and last days of the school year without prior authorization. A statement for a personal business leave must be submitted in writing at least five (5) business days in advance, except in the event of an emergency when a shorter notice may be acceptable, to the Supervisor. The Supervisor has three (3) business days

to respond to the leave request. The Supervisor has final approval on all personal business leave requests.

Leave time may be used in A.M, MID, or P.M. increments. Although sick leave may be used for an employee's doctor or dentist appointment, this is conditional upon the employee giving his supervisor at least five (5) business days advance notice, except in cases of emergency appointments, when such advance notice is not possible.

Employees sick and unable to work for three (3) consecutive scheduled work days will be required to supply a physician's note to the Employer upon return to work.

Employees who are hired into the bargaining unit during the school year, and have completed their probationary period, shall have their sick leave and personal business leave days prorated for the remainder of the school year, based on the percentage of the school year they are scheduled to work.

An employee retiring under the MPSERS (Michigan Public Schools Employees Retirement System) and providing the employer with ninety (90) days' notice shall be compensated on their last payroll for unused sick days as follows:

200-299 hours:	\$1,000
300-399 hours:	\$2,000
400 hours:	\$3000

Section 2. Up to five (5) days a year, or such additional number of days as may be authorized in writing by the Supervisor, of the accumulated sick leave allowance may be used per death in the immediate family and/or illness in the immediate family and/or emergency in the immediate family. The immediate family shall include spouse, father, stepfather, mother, stepmother, grandmother, grandfather, spouse's father, mother, grandfather, grandmother,

children, step-children, grandchildren, brother, stepbrother, sister, stepsister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece, and nephew. Verification of illness either of the employee or member of his immediate family may be required by the Supervisor from the attending physician or other physician satisfactory to the Supervisor. Should the Supervisor require a statement by one other than the attending physician, the additional expense will be borne by the Board.

Section 3. Employees shall receive an attendance incentive based on the number of sick days and unpaid days used during a designated four (4) month period July 1 through October 31, four (4) month period November 1 through February 28, four (4) month period March 1 through June 30, as follows: one (1) occurrence used, \$150; two (2) occurrences used, \$100; three (3) occurrences used, \$75, more than three (3) occurrences used \$0. Payment less applicable withholdings will be made in a reasonable time after the end of each period. Jury duty shall not be counted as time off for purposes of calculating the attendance incentive.

Section 4. Jury Duty. In the event an employee is asked to perform jury duty, the employee shall be reimbursed the difference between his salary lost as a result of performing jury duty and the salary he received for serving on the jury, mileage excluded.

Section 5. Donation Bank. In the event an employee suffers a prolonged illness or disability, which is supported by a statement of need from the attending physician, the employee may be eligible to use days donated by members of this bargaining unit as long as the employee has exhausted all of his/her sick and personal days. This illness or disability must be of an emergency nature and the leave must be taken as an uninterrupted block of time for each such illness or disability. No employee receiving compensation by any other means (i.e. workers

compensation, long term disability) shall be eligible. Absences due to illness or disability will be designated as FMLA leave where permitted by law.

Upon the request from an eligible employee, the Superintendent or designee will invite the donation of up to one sick day per school year per member, per incident, of the bargaining unit. In no school year shall the total number of donated days for an individual eligible employee exceed one day per member of the bargaining unit. However, additional days may be invited at the discretion of the Superintendent or designee. Unused donated days shall not accumulate. Any days not used shall be returned to the employees contributing such days on a random basis determined by the District, which determination may not be grieved. Donation of up to one sick leave day shall not be considered use of a sick day for purposes of the attendance incentive in Article 17, Section 3. If an employee chooses to donate more than one day per semester, the additional day shall affect the attendance incentive.

ARTICLE 18

GENERAL

Section 1. There are no understandings or agreements or past practices which are binding on either the Employer or the Union other than the written agreements enumerated or referred to in this Agreement. No further agreement shall be binding on either the Employer or the Union until it has been reduced to writing and signed by both the Employer and the Union.

Section 2. The provisions of this Agreement, including but not limited to wages and benefits, apply only to employees who are included in the bargaining unit. This Agreement does not apply to any other employees, or in any way restrict the Employer's actions with respect to non bargaining unit employees.

Section 3. To the extent required under applicable law, according to the Federal Family and Medical Leave Act, (the Act), an eligible employee shall be granted leave for the purpose and under the terms and conditions as provided by that law in all respects. It is recognized that the interpretation and application of this law may change as court and agency rulings are issued, and also that the Board may adopt policies to effectuate the Act provided that such policies are consistent with the Act.

ARTICLE 19

SEPARABILITY AND SAVINGS CLAUSE

If any part of this Agreement should be invalidated by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected. In addition, the parties will promptly meet to negotiate the matter which has been invalidated.

ARTICLE 20

DURATION OF AGREEMENT

Section 1. This Agreement shall be in effect from July 1, 2014, through June 30, 2017. Negotiations between the parties shall begin at least 60 days prior to the contract expiration date upon the request of either party. If, pursuant to such negotiations, an agreement on the renewal or modification is not reached prior to the expiration date, this Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties.

Section 2. The Employer agrees to supply copies of this Agreement to the Union and to all bargaining unit employees now or hereafter employed.

THE BOARD OF EDUCATION OF
THE ALLEGAN AREA
EDUCATIONAL SERVICE AGENCY

LOCAL 517M OF THE SERVICE EMPLOYEES
INTERNATIONAL UNION

By _____

By _____

SCHEDULE A

WAGES

Section A.1.1. Wage Rates – Bus Drivers.

<u>Step</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>
1 - Year	15.84	16.00	16.16
3 - Year	16.20	16.36	16.52
5 - Year	17.62	17.80	17.98

In addition, \$.25 per hour will be paid to employees with ten (10) years or more service (seniority).

New hires are eligible for a step in the wage progression schedule beginning the following school year (based on the employee's board hired date) provided that they have worked a minimum of 560 hours in the prior school year.

Step increases will be paid in September of each year.

Section A.1.2. Wage Rates – Bus Attendants.

<u>Step</u>	<u>2017-2018</u>	<u>2018-2019</u>	<u>2019-2020</u>
1	10.25	10.35	10.45
3	10.56	10.67	10.78
5	11.74	11.86	11.98

New hires are eligible for a step in the wage progression schedule beginning the following school year (based on the employee's board hired date) provided that they have worked a minimum of 560 hours in the prior school year.

Step increases will be paid in September of each year.

Section A.1.3

For any route that is less than one (1) hour, employees will be paid a minimum of one (1) hour. Employee will be required to complete assigned job tasks related to their job description ie: not limited to bus cleaning, work related paperwork.

SCHEDULE A.2

BENEFITS – ATTENDANTS AND DRIVERS

Section A 1. Insurance Benefit. Employees who work (20) hours per week or more shall receive the following additional amount added to their salary (50% in December, 50% in May):

<u>Years of Service</u>	<u>Ins. Benefit Per Month</u>	<u>Ins. Benefit Per Year</u>
0	\$20	\$240
1	\$21	\$252
2	\$22	\$264
3	\$23	\$276
4	\$24	\$288
5	\$25	\$300
6	\$26	\$312
7	\$27	\$324
8	\$28	\$336
9	\$29	\$348
10	\$30	\$360

“Years of Service” is measured from the employee’s last date of hire by the District.

Employees taking health insurance for any part of the six-month period leading up to the payout (December, May) are not eligible for Schedule A.2 – Section A.1 insurance benefit.

Section A.2. Insurance

Single subscriber coverage offered.

Plan options include:

- BCBS HAS Plan
- BCBS PPO Plan
- BCBS Versatile Plan

Employee contribution will be as follows:

- Staff will be considered a 90% employee and therefore pay the regular employee contribution and in addition the 10% additional contribution.

Rates change each July. For 2017-18 the rates would be the following if a person is able to be set up on a 19 pay deduction schedule:

- \$165.86 – PPO Plan, \$0 Deductible (Only available through December 2017.)
- \$129.78 – PPO Plan, \$500 Deductible
- \$98.22 – Versatile Plan
- \$69.52 – HSA Plan

If a person is hired after January 1 of each year, they are eligible for payroll deduction but the amount will be different and may have an invoice to pay off the balance owed at the end of each June.

Employee's spouse/dependents may be added at 100% of the cost paid by the employee.

SCHEDULE A.3

BENEFITS – BUS DRIVERS & ATTENDANTS

Section A.3.1 Two (2) Hour Delays. Employees are expected to tune into local television and radio stations for updates regarding school closures. It should be noted that when AAESA closes the Hillside West and Hillside Young Adult buildings in Allegan and Otsego, that does not automatically impact special education routes from local districts. Any employee required to report prior to the media alert being posted for delay or a school closing and has reported for work will receive one (1) hour their regular hourly pay provided the employee has “signed in”. Note: in the event the school delay moves to a closing, and the employee is paid a closing day, no delay pay will be compensated. If the employer issues a two (2) hour delay for inclement weather, employees will be reimbursed if they are harmed by any of the following:

1. If the two (2) hour delay causes them to miss a doctor or dentist appointment the employer will pay the cancellation fee, if applicable. Proper documentation must be submitted.
2. If the two (2) hour delay causes an employee to miss mid-day employment outside of school employment, they will be reimbursed missed wages. The maximum reimbursement is their regular rate of district pay and the maximum number of hours is two (2).
3. Employees will be allowed to use sick time to attend a doctor or dentist appointment if canceling the appointment would cause a significant delay in rescheduling the appointment. The use of sick time would not count against the attendance incentive.

4. Any mid-day run will be compensated at regular rate of pay if cancellation of their route occurs.

Section A.3.2. Emergency Closing Day

- a. The first five (5) emergency closing days will be paid at the regular rate of pay. Any additional emergency closing days will not be paid. If additional emergency closing days are required to be made up, the employee will be paid to work on those day(s) at their regular rate of pay.

Section A.3.3. Time for bus school and driving tests for potential employees to be paid at their established hourly rate. Time for continuing education for current employees to be paid at their established hourly rate. This rate of pay will also apply to training which meets all of the following conditions: required MDE and/or AAESA training; the training is made mandatory by MDE and/or AAESA; the training occurs outside their District of origin and outside normal working hours.

Section A.3.4. For trips, a meal allowance will be reimbursed to the bus driver and attendant. The maximum reimbursement would be:

Breakfast	\$5.00 (provided employee is working between 8am & 10am)
Lunch	\$8.00 (provided employee is working between 11am & 2pm)
Dinner	\$9.00 (provided employee is working between 4pm & 7pm)

Receipts must be turned in next business work day at the completion of the trip to the Transportation Supervisor. Payment will be made from receipts submitted to the AAESA Administration Office and signed by the Transportation Supervisor.

Section A.3.5. Beginning with the completion of the probationary period, seven (7) paid holidays will be given to the employees to be paid as the holidays occur. To be eligible to receive holiday pay the employee must have worked the scheduled work day before and after the holiday (unless the employee is on an approved personal day). The designated holidays are:

Labor Day 1. Thanksgiving, 2. the Friday following Thanksgiving, 3. Christmas Eve, 4. Christmas Day, 5. New Year's Eve, 6. New Year's Day. In addition, the employees with ten (10) years of service (seniority) as of December 1 shall be paid an additional holiday. The additional holiday will be Day Memorial Day.

Section A.3.6. The employer will provide a Section 125 plan.

Section A.3.7. Employees will be permitted to purchase health insurance at 100% their cost through AAESA. This provision is only valid if the insurance provider allows for such purchases.

Section A.3.8. Time spent in attendance at mandatory AAESA scheduled meetings will be compensated at the employee's regular hourly rate for the time spent at the scheduled meeting. Employees are required to sign in on a sign-in sheet for every meeting that they attend. If an employee does not sign-in, they will not be compensated for attending the meeting.

Section A.3.9. When an employee works as a substitute, the employee will be paid at their regular rate of pay. A system will be maintained which is intended to give bargaining unit employees the first chance to work as substitutes. If a bargaining unit employee is incorrectly passed over, their sole remedy will be the offer of the next available opportunity to substitute.

Section A.3.10 Employees Filling Route Under Emergency Situations

When a substitute is not available and an attendant is needed to drive because he/she has the qualifications to do so, and the route times are less than the attendants regular route, he/she will be compensated for those hours at the rate of attendants pay.

When an employee is needed to switch routes and the route times are not equal, the employee will be compensated for the difference in time between the two routes as well as paid for the hours of work.

For the purpose of this Section, emergency shall be defined as less than twenty-four (24) hours.

SCHEDULE A.4

WORKING CONDITIONS - DRIVERS

Section A.4.1. All employees are responsible to the AASEA Transportation Supervisor and district origin supervisor as determined by the AAESA Transportation Supervisor. Buses and routes will be assigned by the Transportation Supervisor. Origination, destination, and time to be determined by the Transportation Supervisor.

Section A.4.2. There will be no unauthorized passengers normally allowed on the bus during regular runs. Authorization may be issued by the local district school or AAESA transportation office in the event there is a valid reason for any unauthorized passenger to ride.

Arrangements may be made, through the AAESA transportation department, for youth activities when regular bus routes and schedules permit. The Supervisor of such groups will be required to submit a list of names and dates for the drivers and records of the AAESA transportation department.

Students riding with a friend may be allowed on the bus with a note signed by the principal of the school he/she attends.

Section A.4.3. In order to maintain the transportation schedule, an emergency substitution may be made by the Transportation Supervisor using a certified driver that is immediately available. Emergency for this section shall be defined as less than twenty-four (24) hours' notice (excluding Saturday and Sunday).

Section A.4.4. Bus drivers shall fulfill the following responsibilities:

- a) It is the responsibility of the driver to have a valid Commercial Driver's License (CDL) with proper endorsements.

b) All drivers must obtain proper certification according to Michigan State law. A bus driver not properly certified shall be immediately relieved of his/her duties until he/she has obtained proper certification. He/she may then be reinstated if there is an opening for his/her services.

c) All drivers shall inform the supervisor of any traffic violations within three (3) business days.

d) A driver must pass a physical examination at the time he/she is hired and as determined by the medical examiner as specified by Michigan state regulations or the Employer.

e) It is the responsibility of the driver to obtain, every three (3) years, a certificate from a doctor stating that the driver has passed a negative T.B. test, if required by the State. This test and an x-ray, if needed, will be paid by the Employer.

f) Drivers are responsible for knowing and obeying the traffic laws of the state of Michigan.

g) Provided that a substitute is willing and available, a driver will be eligible to drive an extra trip during the time of the driver's regular run.

h) If a driver uses a spare bus, it is his/her responsibility to see that the bus is left clean and fueled for the next run.

i) Drivers on regular runs are to remain in the bus garage or behind the wheel of their bus during the time they are receiving pay. Drivers are subject to the direction of the Transportation Supervisor during this time and may be called on to drive extra trips.

j) Drivers are responsible for keeping the time schedule and route determined by the Transportation Supervisor. Drivers must keep an accurate record of travel and working time, and report any employee absence, per call-in procedures to the AAESA office, where a message can be left, and to the assigned worksite, where a live conversation needs to take place, for service that day. Employees are required to complete time scan in process per communicated and required procedures.

k) Drivers are responsible for keeping an accurate records of misconduct and attendance of students to be turned in at the end of each week or when requested by the Transportation Supervisor. The Transportation Supervisor will determine the format of this report and timeline for turning in the report.

l) Drivers are responsible for documenting any needed repairs of their buses to the Transportation Supervisor and AAESA mechanic immediately.

m) The bus must be warmed sufficiently before each run.

n) Drivers are responsible for discipline of students riding their buses. Excessive disorderly student conduct on a bus may be cause for discharge of the driver providing all necessary steps have been taken by the Transportation Supervisor and the driver to alleviate any problems that might exist. Drivers will clearly communicate to students, bus behavior expectations and reinforce them appropriately and often. Drivers are responsible to report immediately bus misconduct issues, when assistance is necessary, to their assigned local district garage supervisor or personnel. Any misconduct issue required to reduce to writing, will be completely accurately and thoroughly on the required form, and submitted at the completion of the employees scheduled shift.

o) Drivers are responsible for the safety of students riding their buses. Safety drills must be held three (3) times per year.

p) Electronic monitors (e.g., cameras) may be used to assist in maintaining discipline and related matters. It is understood that drivers will be advised that monitors are being installed.

q) Drivers are to maintain at all times accurate bus records and reports as required. Drivers submitting bus document revisions shall submit a legible and detailed document at time of change or at time specified by AAESA transportation department. Changes initiated from the AAESA transportation department will include additional instructions for the employee. Employees required to complete document revisions shall be paid a determined amount of time, at their regular hourly rate, to complete such duties. Time will be reported and documented by the employee.

Section A.4.5. The Employer will reimburse a certified bus driver for any amount over the cost of a regular driver's license with submission of receipt of payment. New drivers, upon completion of the probationary period, shall also be reimbursed.

Section A.4.6. Time for pre-inspection, cleaning, and gassing will be determined by the Transportation Supervisor and will be paid at the driver's hourly rate.

Section A.4.7. If DOT required by State Regulations or the Board, the Board shall assume the full cost of physical examinations. The location of the exam is determined by the Transportation Supervisor. If an employee is unable to receive a physical at the district of origin, the employer will allow the employee to arrange a physical at another district or origin or as determined by the Transportation Supervisor with access to do so on work time and with a work vehicle. If the T.B. test is given as part of this physical, the Board will assume the cost.

Section A.8. Floater Driver/Attendant.

The employer decides, based on business needs, if it would like to establish a Floater Position.

The Floater Position will be an employee that would fill in and/or cover absences of an employee.

Nothing in this Agreement shall restrict the Employer from modifying the position's scheduled shift time in emergency situations for operational necessity. As much advance notice will be provided by Employer.

The number of Floater Positions will not exceed 15% of the permanent job postings.

Assigned employee will follow traditional year/school year calendars. The position will not fall into the rotation for trips.

The employee, when performing job duties, will be compensated when completing driver responsibilities at appropriate drive wage rate step (Driver Wage Schedule) and compensated when completing attendant responsibilities at top step attendant wage (Attendant Wage Schedule).

The employees' seniority will be based on continuous service in the Floater Position classification. The only way for the employee to obtain a position in a different classification would be if no one in the classification, origin or unit wide, bid on a job. The employee would not have bumping rights to other classifications.

Employee discretionary paid time will be pro-rated, after probationary period, based on established schedule.

Employee holiday and emergency day pay will be earned, after probationary period, based on established schedule.

This position will not have access to agency paid single subscriber health care coverage unless the employee works twenty (20) hours or more per week. For employees working less than twenty (20) hours per week, if they choose, will be permitted to purchase health insurance at 100% their cost through AAESA. If eligible under ACA, an employee would be offered coverage.

Employees who work less than twenty (20) hours per week will not be eligible for the Insurance Benefit payout under Schedule A.2 – Section A.1.

SCHEDULE A.5

WORKING CONDITIONS - ATTENDANTS

Section A.5.1 All employees are responsible to the AAESA Transportation Supervisor and district of origin supervisor as determined by the AAESA Transportation Supervisor. Buses and routes will be assigned by the Transportation Supervisor. Origination, destination, and time to be determined by the Transportation Supervisor.

Section 5.2 In order to maintain the transportation schedule, an emergency substitution may be made by the Transportation Supervisor using an attendant that is immediately available. Emergency for this section shall be defined as less than twenty-four (24) hours' notice (excluding Saturday and Sunday).

Section A.5.3 Bus Attendants shall fulfill the following responsibilities:

a) An attendant must pass a physical examination at the time he/she is hired and as determined by the Employer.

b) It is the responsibility of the attendant to obtain, every three (3) years, a certificate from a doctor stating that the attendant has passed a negative T.B. test, if required by the State. The test and an x-ray, if needed, will be paid by the Employer.

c) Attendants are to remain in the bus garage during the time they are receiving pay. Drivers are subject to the directions of the Transportation Supervisor during this time and may be called on to drive extra trips.

d) Attendants are responsible for keeping the time schedule determined by the Transportation Supervisor. Attendants must keep an accurate record of working time, and report any employee absence, per call-in procedures to the AAESA office, where a message can be left, and to the assigned worksite, where a live conversation needs to take place, for service that day. Employees are required to complete time scan in process per communicated and required procedures.

e) Attendants are responsible for keeping accurate records of attendance of students to be turned in at the end of each week or when requested by the transportation supervisor. The transportation supervisor will determine the format of this report and the timeline for turning in the report.

f) In working with the driver, attendants are jointly responsible for discipline of students riding their buses. Excessive disorderly student conduct on a bus may be cause for discharge of the attendant providing all necessary steps have been taken by the Transportation Supervisor and the attendant to alleviate any problems that might exist. Attendants will clearly communicate to students, bus behavior expectations and reinforce them appropriately and often. Any misconduct issue required to be reduced to writing, will be accurately and thoroughly on the required form, and submitted at the completion of the employees scheduled shift.

g) Attendants are responsible for the safety of the students riding their buses.

h) Electronic monitors (e.g., cameras) may be used to assist in maintaining discipline and related matters. It is understood that attendants will be advised that monitors are being installed.

Section A.5.4. When a driver is unavailable and it becomes necessary to cancel a route, the attendant will receive their regular daily wages for the day.

SCHEDULE A.6

TRIPS AND EXTRA WORK

Section A.6.1. For purposes of this Agreement, extra trips shall be divided into two categories: trips originating from Hillside East and West and trips originating from one of the regional programs (“site trips”).

a) Hillside trips shall first be assigned on a rotating seniority basis to drivers with routes serving the Hillside programs. If such trips cannot be filled in that manner, they shall be assigned on a rotating seniority basis to the remaining drivers serving the program or closest district or origin.

b) Site trips shall be assigned at the district of origin as soon as possible, and whenever extra trips are required, the driver assigned to take the extra trip will be taken by rotation from the seniority list for the District site where the trip originates. If the site trip is not filled in that manner, the trip shall be assigned to remaining AAESA drivers of the closest District of origin on a rotating basis.

c) Attendants are infrequently required for extra trips. If an attendant is required, the attendant normally assigned to the bus will be given first opportunity for the trip. If

that attendant declines the trip, the same priority for posting and assignment as used for drivers shall then be applied to attendants.

d) Each driver/attendant will have the opportunity to either accept or reject the extra trip when their name comes up according to the seniority list for the Hillside or site, as applicable, with the least senior driver/attendant required to take the extra trip unless a qualified substitute is willing and available. The seniority list for the Hillside and each site will be used in selecting the qualified driver/attendant for the extra trip scheduled.

e) For the purpose of this clause, time not worked because the employee did not choose to work, will be charged to the employee for the purpose of maintaining the rotation of the seniority list.

Section A.6.2. Extra trips to be paid at the driver's hourly rate for driving time with a guaranteed minimum of one (1) hour.

Section A. 6.3 Extra trips to be paid at the attendant's hourly rate with a guaranteed minimum of one (1) hour

If a driver misses the opportunity to drive an extra trip due to cancellation less than 24 hours notification, that driver will be compensated for two (2) hours of pay at his or her hourly, drive time rate, unless the scheduled trip duration was less than two hours of which the driver would be compensated for the scheduled trip time.

Delays - Response to:	Fog Delay
	Ice Delay
	Tornado Warning
	Snow Delay

Layover rate up to 1 hour will be paid if a delay is announced less than ½ hour prior to the usual route starting time.

Section A.6.4. Mid-Day Substitutes: When an employee who drives a mid-day run, takes a scheduled leave during the mid-day run, on a rotating basis from a list of volunteers before being assigned to non-bargaining unit members. Emergency or unplanned leaves during the mid-day run may have to be subbed by whoever is available at the time. Said such list will be posted for five (5) days twice a year, the first week of September and the first week in January. Any employee not signing the list will be relinquishing their rights to be asked to do such work.

Section A.6.5 Extra Drive Time: An employee shall not be penalized for turning down extra drive time until they have turned down said such work three (3) times in a row, in a semester.

Section A.6.6 An employee may sub for another driver when it involves a single run and it fits within their regularly scheduled route. A non-bargaining unit substitute will be hired when the absence involves a full day.

Section A.6.7. When a driver has restrictions, and an attendant is needed to assist, the attendant will be awarded the trip from a rotating schedule.

Section A.6.8. Extended school year opportunities will be available to Hillside drivers who will rotate by seniority each month by location. Attendants will be assigned with their regular driver.