

Tentative Agreement Between Algonac Community Schools and Local 517M SEIU

- The below language will become part of the master agreement between Algonac Community Schools and Local 517M SEIU.

ARTICLE XV

1. Employees shall accumulate one sick day per month (12 days annually) of active employment with the Employer, up to a maximum of 160 days. ~~The sixth and eighth sick days that are used by an employee in a contract year shall count for two sick days against the Employee's accumulated sick days.~~

ARTICLE XVI

DEDUCTIBLE FROM SICK DAYS

BEREAVEMENT FAMILY ILLNESS, AND PERSONAL DAYS

The Employer shall provide:

- a. Bereavement Leave – Each employee shall be entitled to leave for a death in his/her immediate family; immediate family to be defined as husband, wife, children, step children, mother, father, brother, sister, grandchildren, father-in-law, mother-in-law, grandparents, step-father, step-mother, daughter-in-law, son-in-law. The leave shall be for a maximum of 5 days per incident ~~with 50 percent of the leave time deducted from the employee's available sick leave and 50 percent of the leave time being granted by the employer.~~

~~In the event no sick leave is available to the employee, he/she shall be entitled to use personal business days or apply for an unpaid leave. In such instances, however, the employer shall not be expected to contribute 50 percent of the leave time as described above.~~

Bereavement leave shall not count against the employee's attendance record as described in Article XV.

Death in family, one day ~~deducted from sick leave~~ may be used for brother-in-law, sister-in-law, niece, nephew, spouse's grandparents, aunt, uncle.

- b. Family Illness – Three days deducted from sick leave may be used for critical illness of immediate family member living in the employee's household.
- c. Business Leave – Two unrestricted personal business days, ~~deducted from sick leave~~ shall be used for important and urgent matters which cannot be handled outside of

working hours, and shall be granted by the Superintendent upon request, subject to the following limitations:

1. Personal day may not be used to extend holiday (day before or after holiday).
2. ~~Employee using business leave must return to work the following day or lose pay for the personal day.~~
3. One custodian may take personal leave on a given day. Additional leaves for that day may be granted at the sole discretion of the Superintendent.
4. Personal business leave may be used in either half day or full day increments only.
5. Personal leave requests must be made 5 working days prior to the leave date. Scheduling is on a first come, first serve basis. In case of emergency, the Superintendent may, at his discretion, waive the 5 day advance notice.
6. Personal days shall not be used for other employment.



ARTICLE XXII

MISCELLANEOUS

13. (ADD) Day Shift/Building Head – The day time custodian shall assume the duties of the Building Head (See Attachment B). The day time custodian will be paid on the Building Head wage scale.

Duration and Wage Reopener

- This agreement is effective from July 1, 2019 through June 30, 2022.
- Effective July 1, 2019 the custodial unit wage scale will increase by 2.5%.
- It is agreed by both parties, that each year of this agreement a wage reopener will be discussed in good faith. As part of this reopener, the district agrees to make an effort to work towards a one tier pay scale for the unit.

ACS  6-24-19 SEIU 517M  6/7/19
(Date) (Date)

CUSTODIAL UNIT WAGE SCALE (REVISED JULY 2019)

TA
DB
6/7/19

Employees Hired Prior to 11/1/96

Employees Hired After 11/1/96

Building Head

Start	14.52
90 Days	14.84
1 Year	15.21
2 Years	15.52

Building Head

Start	13.39
1 Year	13.74
2 Year	14.07
3 Year	14.40

Custodian

Start	13.38
90 Days	14.33
1 Year	14.58
2 Years	15.06

Custodian

Start	12.26
1 Year	13.21
2 Years	13.43
3 Years	13.94

Maintenance

Start	18.16
90 Days	18.79
1 Year	19.14
2 Years	19.73

Maintenance II

Start	16.46
90 Days	17.03
1 Year	17.33
2 Years	17.88