

FMC Counter Proposal

Tentative Agreement

- A.2. ~~Employees working on the third (3rd) shift will be paid a twenty five (25) cent per hour shift premium.~~ Maintenance workers working on the second (2nd) shift will be paid a twenty (20) cent per hour premium. **Second (2nd) shift applies to any position whose reporting time begins on or after 2:00 PM.**

John Ramirez
6-6-2018

John F. [unclear]
6/6/2018

FMC Counter Proposal

Tentative Agreement

A.6.b.3)d)

~~Except for those positions already receiving such, in accordance with Article V.A.6.b., an additional one dollar (\$1.00) per hour will be paid to employees who maintain a CDL as required for their position, or who are assigned/volunteer as provided in b) above. Failure of an employee to renew or maintain the CDL will result in the loss of the additional one dollar (\$1.00) per hour. Except for the loss of the one dollar (\$1.00) per hour, in such cases where the employee fails to maintain the CDL, the District further agrees to meet with the Association to discuss alternatives prior to implementing any changes in employment status. (With the understanding, deletion of this language shall not affect those employees receiving remuneration for N.O.C.T.I. testing. In the future, should a CDL be a requirement for a given position, an MOU shall be jointly created to remunerate the position to receive an additional \$1.00 per hour).~~

the parties shall discuss the creation of

Mike Gorman
6.6.2018

John
6/6/2018

A.6.b.1) and 2)

~~An additional one (1) dollar per hour will be paid to employees who maintain the following certifications or licenses:~~

- ~~1) Heating, ventilating, and air conditioning (HVAC) persons holding State of Michigan unlimited heating and cooling licenses.~~
- ~~2) Maintenance persons who are required by job posting qualifications to hold a journeyman's card or a specific license or certification. Employees are not required to maintain a current journeyman's card or membership in another association after being hired or promoted to a position for which it is required.~~

A.6.b.3)d)

~~Except for those positions already receiving such, in accordance with Article V.A.6.b., an additional one dollar (\$1.00) per hour will be paid to employees who maintain a CDL as required for their position, or who are assigned/volunteer as provided in b) above. Failure of an employee to renew or maintain the CDL will result in the loss of the additional one dollar (\$1.00) per hour. Except for the loss of the one dollar (\$1.00) per hour, in such cases where the employee fails to maintain the CDL, the District further agrees to meet with the Association to discuss alternatives prior to implementing any changes in employment status.~~

A.7.

A department group 2 employee assigned leadership responsibility by the District for a minimum of five (5) or more employees will receive an additional leader rate of pay of one dollar and fifty cents (\$1.50) per hour during his/her assignment, designated as Level I.

If the same employee serves as both the snow removal leader and grounds leader, that employee will be paid one dollar and fifty cents (\$1.50) per hour for the year, or until the employee resigns from or is removed from the position, at the discretion of the District. If the assignment is shared, the pay will be split as follows: A snow removal leader will be paid \$.75 (seventy-five cents) per hour for his/her snow removal assignment for the year, or until the employee resigns from or is removed from the position, at the discretion of the District. A grounds leader will be paid \$.75 (seventy-five cents) per hour for his/her grounds assignment for the year, or until the employee resigns from or is removed from the position, at the discretion of the District. The assignment of the leader(s) is at the discretion of the District.

CCL *AK*

Jay Z
6/6/18

Appendix A: 2018-2019 Hourly Rates

Classification	Probationary Rate	After 1 Year	After 5 years
Dept. Group #1			
Cooking Manager	\$11.97	\$13.68	\$15.74
HS and Central Kitchen Manager	\$12.22	\$13.93	\$15.99
Satellite Managers	\$10.86	\$11.68	\$13.80
Kitchen Helpers	\$10.35	\$11.48	\$13.57
Truck Driver	\$15.46	\$17.79	\$19.84
Maintenance Group #2			
High School Utility	\$18.26	\$20.89	\$21.71
HVAC	\$29.10	\$30.23	\$30.29
Skilled Maintenance/Operations	\$19.10	\$21.86	\$21.91
Master Plumber	\$23.79	\$26.78	\$27.84
Master Electrician	\$23.79	\$26.78	\$27.84
Journeyman Carpenter	\$22.60	\$25.36	\$26.41
Small Engine Mechanic	\$19.85	\$22.84	\$23.64
Small Equipment Mechanic/Grounds Coordinator	\$18.10	\$20.25	\$20.80

Nutrition Services:

2018-2019 School Year: Step Credit upon eligibility (above reflects 1% increase on the wage schedule)

Maintenance:

2018-2019 School Year: Step Credit upon eligibility. Off schedule payment equivalent to one day's pay for High School Utility and Skilled Maintenance/Operations positions at top step.

Mark Damjanin
6.6.2018

Traci Hill
6/6/2018