

**School District for the City of Hazel Park and
International Union of Operating Engineers, Local 324 – A,B,C,D,G,H,P,RA,S – AFL-CIO
Tentative Agreement of 5-8-17**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2017. The District continues to operate under a revised Deficit Elimination Plan (DEP) subject to approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms.

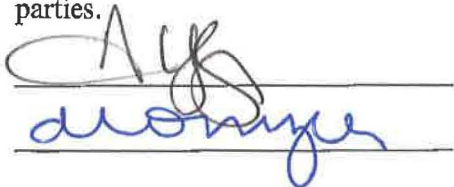
The parties hereby agree as follows:


1. The term of the new collective bargaining agreement is for the period July 1, 2017, through June 30, 2018; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in the Memoranda of Understanding/Tentative Agreements of 3-23-15 and 4-27-16 (attached) shall remain in place except as otherwise provided in this agreement, and that there will be no step or other increases in compensation whatsoever after June 30, 2018, until the parties otherwise agree. It is also understood and agreed that before the District proposes to amend its Enhanced Deficit Elimination Plan (EDEP) with the Michigan Department of Treasury, it shall meet upon request with the IOUE bargaining representatives with respect to the same.

2. There will be an across-the-board increase in wages of 1.5% (one and point five percent) on schedule. This increase will be added to the reductions reflected to the attached Memoranda of Understanding/Tentative Agreements, which shall have the effect of lessening the reductions. As per the practice in the past, the wage schedule in the parties' collective bargaining agreement shall remain unchanged, but the wage schedule increase will nonetheless be implemented for all operational purposes. The new wage schedule for the 2017-18 fiscal year is attached. There will be no movement on steps or changes in longevity compensation for the 2017-18 year.

All other terms in the expired collective bargaining agreement not addressed above or in the attached Memoranda of Understanding/Tentative Agreements will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.





OE324 Business Representative

**School District of the City of Hazel Park
International Union of Operating Engineers, Local 324
324-A, B, C, D, G, H , P, RA, S - AFL-CIO
Salary Schedule
2017/2018
1.5% Increase over 2016/2017 Rates**

	<u>Base</u>	<u>1.0</u>	<u>2.0</u>	<u>3.0</u>	<u>4.0</u>	<u>5.0</u>
<u>Level 1</u>						
Hourly Rate	\$15.72	\$16.61	\$17.91	\$18.55	\$19.00	\$19.81
10 Month Annual (1680 hrs)	\$26,409.60	\$27,904.80	\$30,088.80	\$31,164.00	\$31,920.00	\$33,280.80
11 Month Annual (1840 hrs)	\$28,924.80	\$30,562.40	\$32,954.40	\$34,132.00	\$34,960.00	\$36,450.40
12 Month Annual (2080 hrs)	\$32,697.60	\$34,548.80	\$37,252.80	\$38,584.00	\$39,520.00	\$41,204.80
<u>Level 2</u>						
Hourly Rate	\$14.82	\$15.68	\$17.00	\$17.63	\$18.11	\$18.81
10 Month Annual (1680 hrs)	\$24,897.60	\$26,342.40	\$28,560.00	\$29,618.40	\$30,424.80	\$31,600.80
11 Month Annual (1840 hrs)	\$27,268.80	\$28,851.20	\$31,280.00	\$32,439.20	\$33,322.40	\$34,610.40
12 Month Annual (2080 hrs)	\$30,825.60	\$32,614.40	\$35,360.00	\$36,670.40	\$37,668.80	\$39,124.80
<u>Level 3</u>						
Hourly Rate	\$13.95	\$14.86	\$16.21	\$16.73	\$17.34	\$17.83
10 Month Annual (1680 hrs)	\$23,436.00	\$24,964.80	\$27,232.80	\$28,106.40	\$29,131.20	\$29,954.40
11 Month Annual (1840 hrs)	\$25,668.00	\$27,342.40	\$29,826.40	\$30,783.20	\$31,905.60	\$32,807.20
12 Month Annual (2080 hrs)	\$29,016.00	\$30,908.80	\$33,716.80	\$34,798.40	\$36,067.20	\$37,086.40
<u>Level 4</u>						
Hourly Rate	\$12.90	\$13.75	\$14.99	\$15.62	\$16.20	\$16.80
10 Month Annual (1680 hrs)	\$21,672.00	\$23,100.00	\$25,183.20	\$26,241.60	\$27,216.00	\$28,224.00
11 Month Annual (1840 hrs)	\$23,736.00	\$25,300.00	\$27,581.60	\$28,740.80	\$29,808.00	\$30,912.00
12 Month Annual (2080 hrs)	\$26,832.00	\$28,600.00	\$31,179.20	\$32,489.60	\$33,696.00	\$34,944.00

**School District for the City of Hazel Park and
International Union of Operating Engineers, Local 324 – A,B,C,D,G,H,PRA,S – AFL-CIO
Tentative Agreement of 4-27-16**

The circumstances leading to this tentative agreement are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2016. The District continues to operate under a revised Deficit Elimination Plan (DEP) subject to approval by the Michigan Department of Treasury. The parties are agreeable to entering into a successor collective bargaining agreement on the following terms.

The parties hereby agree as follows:

1. The term of the new collective bargaining agreement is for the period July 1, 2016, through June 30, 2017; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in the Memorandum of Understanding/Tentative Agreement of 3-23-15 (attached) shall remain in place except as otherwise provided in this agreement, and that there will be no step or other increases in compensation whatsoever after June 30, 2017, until the parties otherwise agree. It is also understood and agreed that before the District proposes to amend its DEP with the Michigan Department of Treasury, it shall meet upon request with the IOUE bargaining representatives with respect to the same.

2. There will be an across-the-board increase in wages of \$.13 per hour on schedule (this increase will be added to the reductions reflected to the attached Memorandum of Understanding/Tentative Agreement, which shall have the effect of lessening the reductions). (As per the practice in the past, the wage schedule in the parties' collective bargaining agreement shall remain unchanged, but the wage schedule increase will nonetheless be implemented for all operational purposes.) It is further understood and agreed that should a clerical employee be required to work additional days under the new calendar for the 2016-17 school year than in the current school year, the clerical employee would be paid for such additional time at her regular rate.

3. Article VI, Furlough Days, including Appendix C, shall be deleted from the contract (i.e., there will be no furlough days in the successor agreement).

All other terms in the expired collective bargaining agreement not addressed above or in the attached Memorandum of Understanding/Tentative Agreement will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.



05/11/16


duorange 5-11-16

**School District for the City of Hazel Park and
International Union of Operating Engineers, Local 324 – A,B,C,D,G,H,PRA,S – AFL-CIO
Tentative Agreement 3-23-15**

The circumstances leading to this Memorandum of Understanding are as follows. The parties currently have a collective bargaining agreement in effect through June 30, 2016. However, the District finds itself in a financial crisis and is in the process of submitting a revised proposed Deficit Elimination Plan (DEP) to the Michigan Department of Treasury, which proposed DEP requires all of the District's employees, including the members of the IUOE bargaining unit, to make reductions in their compensation. Accordingly, the parties are agreeable to modifying certain provisions of their current collective bargaining agreement as provided herein.

The parties hereby agree as follows:

1. The initial term of this Memorandum is for the period July 1, 2015, through June 30, 2016; however, notwithstanding anything to the contrary, it is understood that the compensation reductions reflected in this Memorandum shall remain in place, and that there will be no step or other increases in compensation whatsoever after June 30, 2016, until the parties otherwise agree; furthermore, it is understood that it will be necessary for the parties to enter into a successor agreement to cover the period following June 30, 2016. It is understood and agreed that before the District proposes to amend its DEP with the Michigan Department of Treasury, it shall meet upon request with the IOUE bargaining representatives with respect to the same.
2. There will be an across-the-board reduction in salary schedules for all employees in the amount of 4.53% (four point five three percent). (As per the practice in the past, the wage schedule in the parties' collective bargaining agreement shall remain unchanged, but the wage schedule reduction noted will nonetheless be implemented for all operational purposes.)
3. For the 2015-16 school year, and thereafter until the parties otherwise agree, the number of vacation days shall be reduced by four (4) across-the-board for all employees.
4. For the 2015-16 school year, and thereafter until the parties otherwise agree, employees shall increase their contribution toward health insurance by 10% (ten percent). Notwithstanding anything to the contrary, it is understood that implementation of the contract provisions, including the insurance provisions, shall be consistent with applicable law, including but not limited to PA 152 of 2011 (Publicly Funded Health Insurance Contribution Act).
5. It is understood that five bargaining unit positions are being eliminated.
6. It is understood that from the Union' standpoint, Ms. Vickie Hunt's return to the bargaining unit as a level II secretary as the athletic coordinator in the athletic department has occurred and all matters regarding her return to the bargaining unit and pay for the same have been resolved.

All other terms in the expired collective bargaining agreement not addressed above will remain unchanged in the successor agreement, with the further understanding that dates will be updated as appropriate.

W. Hunt
3-23-15

It is understood and agreed that this tentative agreement is contingent upon ratification by both parties.

Richard Reynolds
Interim Superintendent

[Signature]
IWO Local 324 Business Representative