

**AGREEMENT BETWEEN THE BOARD OF TRUSTEES
OF
SCHOOLCRAFT COLLEGE**

AND

**SCHOOLCRAFT COLLEGE SUPPORT
PERSONNEL ASSOCIATION/MEA/NEA**

July 1, 2026 – June 30, 2029

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AGREEMENT BETWEEN THE
BOARD OF TRUSTEES OF SCHOOLCRAFT COLLEGE

AND

SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION/MEA/NEA

This Agreement entered into this first day of July 2023 by and between the Board of Trustees of the Schoolcraft College, (the "College") and the Schoolcraft College Support Personnel Association/MEA/NEA, (the "Union").

PREAMBLE

The parties have a mutual obligation, pursuant to the Michigan Public Employment Relations Act, MCL 423.201 et seq., as amended, to bargain in good faith with respect to hours, wages, and working conditions for personnel represented by the Union, such personnel being fully described in Article I, and

The parties following extended and deliberate negotiations, have reached mutual agreement, therefore, it is agreed:

ARTICLE I

UNION RECOGNITION, UNION SECURITY AND CHECK OFF

A. Union Recognition

1. The College hereby recognizes the Union as the sole and exclusive bargaining agent, as defined in Act 336 of the Michigan Public Acts of 1947, as amended, for the employees covered by this Agreement for the purpose of collective bargaining with respect to rates of pay, wages, and hours of employment.
2. The term "employee" shall include those classifications as listed in Exhibit B including regular part-time employees who are scheduled to work a regular schedule for the major portion of a year. This definition shall exclude all executive, office clerical, classified, professional, part-time on-call, and supervisory employees.

B. Union Security

1. No "employee" is required to become a member of the Union and no "employee" is required to pay any dues or service fees to the Union.
2. However, an "employee" is entitled to join the Union and/or entitled to pay dues or service fees to the Union, if the employee so chooses.

C. Check-Off

1. No employee is required to financially support the Union. However, the College agrees to deduct dues, or service fees from the salaries of employees covered by this Agreement from whom it has received written authorization that was voluntarily provided by the employee.
2. The College shall remit to the Union dues or service fees deducted from an employee's paycheck within seven (7) days of said deduction. This deduction shall be accompanied by a list of employees from whom deductions have been made.
3. Not later than August 1 of each year, the Union President shall inform the Chief Human Resources Officer or designee of the dues structure of the Union for the forthcoming dues deduction period. Payroll deductions will be made only in such cases where the employee voluntarily files with the College proper written authorization. Collection of special Union fines, etc., is not part of the dues or service fees and shall be the responsibility of the Union and not a part of the payroll deduction process.

ARTICLE II

PURPOSE

It is the purpose of this Agreement to promote and insure harmonious relations, cooperation, and understanding between the College and the covered employees, to ensure true collective bargaining, and to establish standards of wages, hours, working conditions, and other conditions of employment.

ARTICLE III
UNION REPRESENTATION AND MEETINGS

- A.** The Union may elect one (1) regular employee of the College as its Union President. The Union shall have the right to have an alternate representative on each shift to serve in the place of the Union President when the Union President is absent. The Union shall notify the College in writing of the names of such persons.
- B.** The Union President or alternate during scheduled working hours, without loss of time or pay, may present grievances to the College after arrangements have been made with their supervisor.
- C.** During the Union President's term of office, the Union President shall be deemed to head the seniority lists for the purposes of layoff and recall only, if qualified to do the required work. The Union President shall be returned to regular seniority status when the term of office is completed.
- D.** During the Union Vice President's term of office, the Union Vice President shall be deemed to head the seniority lists relative to other employees, but not the Union President, for the purpose of layoff and recall only if qualified to do the required work. The Union Vice President shall be returned to regular seniority status when the term of office is completed.
- E.** The Union shall have the right to hold one (1) general business meeting each month, beginning one-half (1/2) hour before the end of the midnight shift and each member shall have the right to attend these meetings without unnecessary restrictions. Day shift personnel will be limited to one-half (1/2) hour of attendance at the meeting beginning at their scheduled starting time. This time may be accumulated, but shall not exceed one hour at any one meeting. The appropriate administrator shall be notified in advance in order to arrange the scheduling of these meetings. At the request of the Union President, shift starting times will be adjusted, whenever possible, to accommodate a combined midnight/day shift meeting.
- F.** The Union shall be granted twelve (12) days per year of the contract to be used for official Union business. Application for use of these days shall be signed by the Union president signifying approval and processed through the appropriate administrator one week in advance of the need for the time. Exceptions to the one (1) week notice must be discussed with the Chief Human Resources Officer or designee. Should there be a need; up to three (3) additional days per year may be granted at the discretion of the Chief Human Resources Officer or designee. Unused official union days will carry over each year through the life of the contract.
- G.** The Union President shall be released from normal duties for up to one (1) hour per week in order to conduct Union business. The Union President shall have access to other employees for the purpose of interviewing them. This absence from duties shall be arranged with the Union President's supervisor.
- H.** The number of bargaining representatives shall be limited to four (4) members; any additional members' time shall not be paid for by the College for time spent in negotiations.

ARTICLE IV

BOARD RIGHTS

Subject to the terms of this Agreement, and as modified by its specified terms, the Board of Trustees retains all rights and powers to manage the College and control its business, its equipment, and its operations and to direct the work force and affairs of the College.

Such rights shall include, by way of illustration and not by way of limitation, the right to:

- A. Adopt and enforce reasonable rules and regulations it considers necessary or advisable for the size, effective, and efficient operation of the College.
- B. Direct the work force, including the right to hire, promote, discipline, suspend, discharge, layoff, transfer, assign work, and determine the size of the work force.
- C. Determine the size of the management and/or supervisory organization, its functions, and authority.
- D. Determine the policy effecting the selection and training of employees.
- E. This Agreement shall in no way limit the right of supervision to perform custodial and maintenance work as they have done in the past (See Article VII.A).

The Union recognizes these management rights and responsibilities as conferred by the Michigan Public Employment Relations Act, MCL 423.201 *et seq.*, and the Constitution of the State of Michigan and agrees that the exercise of the foregoing by the Board, with the adoption of policies, rules, regulations, and the use of judgment and discretion shall be limited only by the specific and express terms of this Agreement.

ARTICLE V

NON-DISCRIMINATION

The College and the Union both recognize their responsibilities under Federal, State and local laws, pertaining to fair employment practices as well as the moral principles involved in the area of Civil Rights. Accordingly, both parties reaffirm by this Agreement the Commitment not to discriminate against any person or persons because of race, color, national origin, age, sex, disability, height, weight, arrest record, genetic information or marital status.

ARTICLE VI

PERFORMANCE COACHING

- A. **Probationary employees.** Probationary employees will be evaluated on a form furnished by the College every three (3) months (90 days) during a nine (9) month probationary period. The results of these evaluations will be discussed with the employee and a copy will be placed in the employee's personnel file.
- B. **Transfer/Promotion.** When transferring or promoting into a new classification, the employee will serve a six (6) month probationary period, with two evaluations; one at three (3) months and

one at six (6) months. Exceptions must be requested by the new supervisor and approval given by the Chief Human Resources Officer or designee.

C. Regular Employees - Annual Performance Award

1. An annual Performance Award in an amount of up to three thousand six hundred fifty dollars (\$3,650) shall be awarded to each eligible employee to recognize employee performance of four goals that align with the College's vision and mission.
2. Eligibility for the Performance Award shall be based upon the employee's documented performance within four goals during the Review Period.
3. The Review Period for all full-time employees is between July 1 and June 15. Determination of eligibility for the Performance Award will be completed between June 15 and June 30. Performance Awards shall be paid to all eligible employees during the month of July following the Review Period on a non-pay date Friday.
4. The Performance Award is limited to full-time, non-probationary employees. During the Review Period, new hires will be eligible for a pro-rated Performance Award once they have successfully completed their probationary period, backdated to the date of hire. Employees on probation due to transferring positions will still be eligible for the full Performance Award.
5. The total Performance Award shall be divided evenly between each of the four goals which must be met for an employee to receive that portion of the Performance Award.
6. The four goals which must be met are:
 - a. Professional Development (required trainings to be reviewed yearly);
 - b. Not on an Absence Program "Disciplinary Action Step" (Article XV, Section G, Number 4 – Page 16);
 - c. Issued no formal "Disciplinary Action/Disciplinary Notice" Forms during the Review Period (Article XXIV – Pages 24-25) (excluding documented verbal reprimands); and
 - d. Have five (5) or less unexcused tardies during the Review Period.
7. There will be three (3) performance check point notifications along the way (initial, half-way point and final) to communicate to the employee the information used for determination of each goal of the Performance Award.
8. All unpaid leaves of absence during Review Period will be pro-rated on a monthly basis. Employees on short-term and long-term disability for less than six (6) months are eligible for the full Performance Award. Employees on long-term and/or short-term disability for six months or longer during the Review Period will be pro-rated on a monthly basis. Employees on unpaid leave, short-term, or long-term disability for the full Review Period are not eligible. Employees on workers compensation are eligible for the full Performance Award.
9. Eligibility to receive a Performance Award is conditioned upon the College's determination of whether the employee has met the above stated goals. Such

determination shall be within the sole discretion of the College. The determination of eligibility cannot be grieved and is not subject to arbitration. A review of information used for determination of Performance Awards may be provided upon request.

ARTICLE VII

JURISDICTION

- A.** Supervisory employees of the College may perform work covered by this Agreement as working supervisors when operational needs require such assistance, including during periods of high workload, staffing shortages, or when performing such work improves response times or service efficiency. Operational support provided by supervisors shall not be used as a substitute for addressing performance deficiencies, nor shall such assistance relieve bargaining unit employees of their responsibility to perform assigned duties in accordance with established performance expectations. Supervisory assistance is intended to supplement, not replace, the regular duties of bargaining unit employees, and shall not create an ongoing dependency on supervisory labor to complete routine work. Such assistance may occur as needed throughout the workday and is not limited to temporary coverage pending the arrival or availability of bargaining unit employees. Nothing in this section shall limit the College's right to evaluate, coach, or discipline employees whose performance does not meet established standards, regardless of whether supervisory assistance has been provided. This decision will be made at the discretion of the College.
- B.** The provisions of this Agreement shall be inapplicable to the Schoolcraft College students employed and assigned from time to time to perform the work normally handled by members of the bargaining unit. The employment assignment of such students shall be limited to one hundred seventy-five (175) hours per week; however, an individual student is not permitted to work more than twenty-five (25) hours per week. Such employment assignments shall not result in the termination of any employee now and hereafter employed in a classification subject to this Agreement. At the conclusion of each pay period, if requested, the Union President shall receive the names and number of hours worked by each student employee. The Groundskeeper Group Leader will be invited to participate in the selection process of student employees.
- C.** Part-time on-call (non-union) shall be defined as individuals who are called in on a daily basis to fill unexpected vacancies of absent employees, except as provided in Article XIV.F. These part-time, on-call personnel shall be paid the beginning rate and they shall receive no benefits except those mandated by law.

The hiring of these on-call individuals shall be strictly for replacing regular employees who are absent and shall not be the purpose of circumventing overtime.

A record of the use of part-time on-call personnel shall be maintained and updated daily and shall be made available to the Union upon request.

ARTICLE VIII

INITIAL EMPLOYMENT

- A.** An applicant who is offered employment must successfully complete a physical examination at the expense of the College. The College shall provide the form and designate the physician who will perform such physical examination.

- B. Driving record checks and background checks are performed on each applicant.
- C. The name, address, and start date of an employee employed to fill a position covered by this Agreement shall be furnished to the Union by Human Resources. Human Resources will notify the Union when an employee's probation ends.

ARTICLE IX

CONTRACTUAL WORK

The right of contracting or subcontracting is vested in the College. The right to contract or subcontract shall not be used for the purpose of undermining the Union, nor to discriminate against any of its members, nor shall it result in the reduction of the present work force as outlined in Exhibit A attached, nor in the event of extension of service shall it be used to avoid the performance of work covered under this Agreement.

ARTICLE X

HOURS, BREAKS AND WORK WEEK

A. Work Hours

The regularly scheduled work week shall consist of forty (40) hours beginning at 10:30 p.m. Sunday and ending one hundred sixty-eight (168) hours afterward.

1. The normal workday shall be eight and one-half (8½) consecutive hours, which shall include a one-half (½) hour unpaid lunch period.
2. It is recognized that certain employees during designated periods of the year may be assigned to work four (4) consecutive days at ten and one-half (10½) consecutive hours per day which shall include a one-half (½) hour unpaid lunch period. In the event of a College closing or the absence of an employee during a four (4) day workweek, the affected days shall be converted to hours for computation of pay.
3. All employees shall be granted a five (5) minute wash-up time to begin immediately before the unpaid lunch period. All employees required to account for the distribution of their shift-time among various assignments, shall be given the last fifteen (15) minutes of their shift for clean-up, putting away tools, and completing time sheets.

Normally established hours and days of work schedules shall not be changed without two (2) weeks' notice. During named and special holidays, the College, at its discretion, may adjust schedules for employees who work ten (10) hour shifts to eight (8) hour shifts for a temporary period of time for up to two (2) weeks.

When schedule changes occur, said changes shall be rebid for shift preference based on seniority within the classification. For purposes of efficient operations, the two (2) weeks' notice may be waived by mutual agreement.

B. Breaks

There shall be two (2) fifteen (15) minute rest periods allocated at a time designated by the supervisors. The rest periods shall not be consecutive with starting times, lunch times, or quitting times.

C. Overtime

1. Time and one-half will be paid for all time worked in excess of eight (8) hours in a twenty-four (24) hour period or all time worked in excess of forty (40) hours in one work week, for which overtime has not already been earned.

Employees assigned to work the schedule specified in Article X, Section A, shall be paid time and one-half for all time worked in excess of ten (10) hours in a twenty-four (24) hour period or all time worked in excess of forty (40) hours in one work week, for which overtime has not already been earned.

The rate of pay for overtime worked between midnight Sunday and midnight Monday shall be twice the employee's hourly wages.

2. In lieu of overtime, the employee and management may agree to compensatory time off (at the overtime rate). Compensatory time must be declared on the provided Overtime/Change Job Classification Log and turned in by the end of the overtime shift which compensatory time is expected. Use of compensatory time will not exceed forty (40) hours in a fiscal year. Said compensatory time must be used within nine (9) months of being earned and if not it will be paid out.
3. Comp time will, insofar as possible, be granted at times most desired by employees on the basis of the earliest requests being granted first. If multiple requests for the same comp time days come in at the same time, then seniority within classification will be the determining factor. Except in extenuating circumstances, no comp time shall be granted if it is requested more than one (1) year in advance. There shall be no forced comp time.
4. The College will require employees in the Skilled Maintenance–HVAC classification to make adjustments on the Energy Management System. These employees will be required to be available when called to make adjustments to the System through the computer or may be required to report to work to correct the problem. Employees who make adjustments from home above will receive one (1) hour of call-in pay (time and one-half) to a minimum of one (1) hour for making adjustments to the System through the computer when off campus. Employees in any other classifications who are requested to work remotely for emergencies, setups, or snow removal needs will receive one (1) hour of call-in pay (time and one half) for a minimum of one (1) hour of performing such work. Employees who are required to report to work to correct the problem will receive pay at time and one half for the actual hours worked above the one (1) hour provided above to a minimum of three (3) hours.
5. For the purposes of computing the hours worked, any hours paid for by the College at the straight time rate shall be included in the computation. There will be no pyramiding of overtime (see Article X.C.1 above; an example of no pyramiding is: "If an employee works 8 hours on Tuesday, plus an additional 4 hours of overtime on Tuesday and works the same hours on Wednesday, 8 hours regular shift plus 4 hours of overtime; the employee may not claim he is entitled to overtime pay for 8 hours on Friday as he has received overtime pay for the additional hours worked on Tuesday and Wednesday.).
6. Whenever a full-time employee is required to return to work after the completion of the employees regularly scheduled working hours, the employee shall receive pay for the actual time worked at time and one-half of the regular rate for a minimum of three (3) hours.
7. When employees voluntarily agree to work overtime at a lower level classification than their current position, they will be paid time and one-half the rate for the level of work performed.

D. Distribution of Overtime

1. Overtime shall be divided as equally as possible within the classification according to seniority and among those full-time employees, who regularly perform such work, provided they are qualified to perform such work.
2. An overtime roster will be maintained and posted.

- a. Overtime shall be taken in turn by classification seniority. Once that has occurred, the distribution process shall continue in order of lowest number of overtime hours first. Every 7/1, overtime distribution resets to zero and the process begins again.
 - b. All overtime hours worked (not hours paid) shall be recorded.
 - c. If an employee refuses overtime the employee shall be credited only with the hours refused.
 - d. An employee off sick or on vacation is not called to work overtime.
 - e. An employee who is behind receives all overtime until caught up. Employees who have been employed for less than one (1) year shall be placed on the overtime distribution list at the midpoint. The number of hours assigned shall be the average hours for all other employees.
 - f. The College shall have the right to extend the shift rather than call an employee in.
3. In the event that an insufficient number of employees voluntarily agrees to work overtime, the College shall have the right to assign the work to regular part-time employees, on-call non-union employees, or to require overtime be worked in inverse order of seniority as follows:

On the first instance, the necessary number of employees with the least seniority in the affected classifications shall be required to work. For each succeeding instance, the next least senior employee or employees shall be required to work. When everyone in the classification has been required to work under this procedure, the procedure will repeat.

E. Shift Differential

Employees beginning work prior to 5:00 a.m. or after 11:00 a.m. will receive a shift differential of seventy-five cents (\$.75) for all hours worked that day.

F. Procedures - College Officially Closed

When the College is officially closed, full-time employees shall be required to report to the Facilities Management office for their regularly scheduled shifts and be paid time and one-half for the hours worked while the College is closed.

If the College is closed for a public health emergency outside of the College's control, the employees are subject to layoff pursuant to Article XI (Seniority).

For the purpose of this section, the College shall be considered closed when classes are canceled and shall be considered re-opened when classes meet. Those employees who are called in on other than their regularly scheduled shifts shall receive double time for the hours worked outside their regular shift, provided they work their regular shift plus the additional hours. If an employee refuses the overtime hours, the hours will be added toward the equalization of overtime. Employees off sick during such a period may be required to submit medical proof of illness to receive sick pay unless extenuating circumstances (acceptable to the College) prohibit the employee from obtaining medical proof of illness.

ARTICLE XI

SENIORITY

- A.** Employees shall be regarded as probationary employees for the first nine (9) calendar months of active employment. Once an employee successfully completes the initial probationary period, that employee shall be referred to as a regular employee. Probationary employees who are laid-off or discharged shall not have recourse to the terms of this Agreement.

- B.** Probationary employees completing their probationary period and employees transferring to the bargaining unit shall acquire seniority from the date of completion of transfer or probation. Seniority shall be granted to date of hire after completion of probationary period.
- C.** Employees shall be laid-off, recalled, or reassigned according to their seniority in their classifications. An employee on scheduled lay-off shall have the right to displace a lesser seniority employee in a lower classification, provided the senior employee is qualified to hold the position. No full-time employee shall be laid-off until all part-time positions within that classification have been eliminated.
- D.** An employee will lose seniority for the following reasons:
 - 1. Resignation
 - 2. Discharge for cause
 - 3. Lay-off for length of employment in excess of twelve (12) months
 - 4. Retirement
 - 5. Voluntarily accepts another position outside of the bargaining unit
 - 6. Failure to return from a leave of absence
 - 7. Job Abandonment
 - 8. Death
 - 9. Use of no pay day
- E.** Lateral transfers within the highest classifications shall be made on the basis of classification seniority before promotions are made.
- F.** There shall be no bumping rights except in the event of:
 - 1. Lay-offs of less than one (1) year.
 - 2. Return from approved leaves of absence.

Bumping rights apply to the position and the shift. (For example, an employee has returned from an approved leave of absence of one (1) year; the returning employee will be assigned to the position and shift worked prior to the leave, which may bump another employee transferred to cover the absence.)

- G.** Seniority shall accrue for a period of up to twelve (12) months while an employee is on layoff.

Seniority shall accrue when an employee is on military leave or Union office leave, but shall not accrue while an employee is on any other type of leave of absence.

Seniority shall accrue while an employee is being paid sick leave or short-term disability benefits. An employee on long-term disability shall continue to accrue seniority for a period equal to the employee's length of employment not to exceed twelve (12) months of long-term disability. After that point, seniority shall not continue to accrue but shall be frozen when employment is terminated.
- H.** A seniority list shall be made available to each employee covered by this Agreement on or about July 1 of each year. Such list shall contain date of hire, employee's location, and classification. Seniority in classification shall be as of date of entry into the classification.
- I.** Regular part-time employees shall accrue "part-time seniority" until such time a full-time position is obtained by the employee. At that time the employee shall begin to accrue full-time seniority and the part-time seniority shall be frozen. Part-time seniority shall only be used within the part-time category.
- J.** If multiple applicants have identical full-time or part-time start dates, the union will draw names to determine who is more senior. During this process, current on-call employees will be considered more senior than incoming new employees. Both Human Resources and a union representative will be present for this process.

ARTICLE XII
ASSIGNMENTS, TRANSFERS AND
PROMOTIONAL PROCEDURES

- A.** Work assignments shall be made by the immediate supervisor and shall be changed as determined necessary. Should an employee desire an assignment other than the one the employee is working, the supervisor shall consider such request.

B. Vacancies

1. Notice of all vacancies and newly created positions shall be posted online and on employee bulletin boards, and the employees shall be given five (5) weekdays in which to make application to fill the vacancy or new position.

Vacancies shall be filled based on the applicant's ability, qualifications, and performance history, provided the employee's attendance has not been cause for discipline for the past two years or the employee is not currently on a step in the disciplinary process related to the absence program. Seniority shall be used as a deciding factor only when the College determines that two or more applicants are substantially equal in availability, qualifications and performance history. Where these factors are equal between applicants, the most senior employee within the classification shall be awarded the position. Full-time facilities employees applying for open facilities positions shall receive consideration; however, internal and external candidates may be evaluated concurrently, and the College retains discretion to determine which applicant best meets the qualifications for the position. The College shall have the sole authority to fill these vacancies.

Seniority will be determined by seniority within classification with higher classifications ranked before a lower classification, in accordance with pay scales shown in Exhibit A-1. Nothing in this section shall prevent the College from selecting a less senior employee or an employee from a lower classification when that applicant possesses superior qualifications, demonstrated skills, or a stronger performance history relevant to the posted position. After the highest seniority classification is identified, seniority within that classification will be determined by classification seniority date.

Upon request, the Administration shall provide the applicant with a general explanation of the job-related qualifications that formed the basis for the selection decision.

2. Newly created positions or vacancies are to be posted with the following information included on the posting; job classification, shift, job duties and responsibilities, qualifications, and rate of pay.

C. Short Term Transfers (Less than 30 days)

1. The College may temporarily transfer an employee from one classification to another for purposes of obtaining short term temporary coverage. For temporary positions where there is an immediate need with no definite long-term period identified, the College may assign an employee to cover for not more than thirty (30) days.
2. Any employee transferring temporarily shall be paid either the rate of the position transferring from or at the rate of the position transferring to whichever is higher.

D. Long Term Transfers (More than 30 days)

1. For vacancies of more than thirty (30) days, the College may post and fill the position on a temporary basis to cover the vacancy for the entire period of need.
2. In the event the employee utilizes a paid benefit while serving in the temporary position under this section, including but not limited to vacation leave, compensatory time, sick leave,

or a recognized holiday, shall be compensated at either the rate of the position transferring from or the rate of the position transferring to, whichever is higher.

E. Transfers

An employee may transfer back to their previous position within 90 days of being granted their new position.

An employee who requests and receives a job bid and requests and returns to the previous position within ninety (90) days of the transfer, shall not be eligible to bid for any other position for one year after returning. This provision may be waived by mutual agreement between the employee and the College.

- F. Qualifications for promotion to General Maintenance and Skilled Maintenance classifications will be determined by the quality and quantity of the assignments completed by the employee. The record of these assignments is the responsibility of the employee.**

Employees seeking eligibility for advancement to the positions of General Maintenance or Skilled Maintenance must also show that formal and/or related classes, in-service training sessions, or independent study has been successfully completed. Upon completion of any formal related classes, in-service training sessions, or independent study, a summary of the work taken, and the grades received (or the completion certificates) must be filed with the Chief Human Resources Officer or designee.

G. Regular Part-time to Full-time Temporary

1. Part-time regular employees may be considered for full-time temporary vacancies that are created when full-time employees are on extended absences.
2. The following conditions shall apply for the temporary period of time:
 - a. The employee will continue to accrue part-time seniority.
 - b. The employee will not be converted to a full-time regular status through a temporary assignment.
 - c. The employee will accrue full-time sick leave while on the full-time assignment. When reverted to part-time, the employee shall retain those hours. The Absence Program shall apply.
 - d. The employee shall continue to be eligible for the part-time tuition benefit and the part-time uniform allowance.
 - e. No vacation or personal business time shall be afforded the employee on a temporary full-time assignment of sixty (60) days or less. After sixty (60) days, the employee shall be eligible to earn vacation time only at a rate of .83 vacation day per month or major fraction of from the sixty-first (61st) day of the assignment. Personal business time will be accrued at two (2) hours per month from the 61st day of the assignment. No vacation or personal business time may be used after returning to the part-time status.
 - f. During the temporary assignment, the employee shall be considered a full-time temporary Facilities Management employee for purposes of official college closing (Article XIII, F) and holiday pays (paid for named holidays) only. Temporary employees are not to be included in the overtime distribution list.
 - g. Insurance benefits will be offered in accordance with insurance plan documents.

H. Advancement

1. At the sole discretion of the College, the College may provide opportunities to cross-train employees who desire to move up to higher positions.

ARTICLE XIII

HOLIDAYS

- A.** The College will pay the regularly scheduled shift hours to full-time employees for the following holidays even though no work is performed by the employee:

New Year's Day	Thanksgiving Day
Martin Luther King Jr. Day	Day after Thanksgiving
Memorial Day	Christmas Eve Day
Juneteenth	Christmas Day
Independence Day	New Year's Eve Day
Labor Day	

A regular part-time employee shall be paid holiday pay for the above named holidays equal to the number of hours which would have been assigned had the College been open.

A full-time employee assigned by the appropriate administrator to work Christmas week to provide uninterrupted vital and necessary services will be granted equivalent time added to the employee's vacation time. Such assignments must be made not later than December 10.

- B.** Full-time employees required to work any of the above-named holidays shall receive double time plus holiday pay for the time worked.
- "Holiday pay for time worked," shall be interpreted as full-time employees receiving equivalent time worked on a named holiday added to their vacation time/bank.
- C.** Employees off sick on the holiday or the day before or after the holiday may be required to submit medical proof of illness to receive holiday pay subject to ESTA.
- D.** Holidays falling on a Saturday shall be observed on the preceding Friday and holidays falling on a Sunday shall be observed on the following Monday.
- E.** Holiday is defined as a twenty-four (24) hour period starting at 10:30 p.m. on the eve of the holiday and continuing through 10:30 p.m. the day of the holiday.
- F.** For holidays falling on a Friday, or on consecutive Thursday/Friday, the midnight shift work week will be automatically changed to allow the affected members to work consecutive nights beginning with their normal work week first shift. These members will not receive holiday overtime pay for hours worked on holidays pursuant to this section only.

ARTICLE XIV

VACATIONS

As of the beginning of each fiscal year; i.e., July 1, a full-time employee's prior service shall be reviewed and vacation time for the upcoming fiscal year shall be granted on the following basis:

1. Less Than One Year of Service - an employee shall accrue eight (8) hours of vacation per month or major fraction of from date of hire. Vacation credit shall accrue during an employee's probationary period; however, the employee may not use vacation time until the beginning of the next fiscal year.

2. One Year or More of Service

<u>Years of Service as of July 1</u>	<u>Number of Paid Vacation Days Granted in Current Fiscal Year</u>
1 or more, but less than 2	13 (104 hours)
2 or more, but less than 3	14 (112 hours)
3 or more, but less than 4	17 (136 hours)
4 or more, but less than 5	20 (160 hours)
5 or more	26 (208 hours)

- A.** There shall be no vacation allotted to part-time employees. Proration of paid vacation days shall begin at either the onset of long-term disability (121st day) or unpaid leave of absence. The number of paid vacation days shall be prorated to reflect any absence due to Workers' Compensation of six (6) consecutive months or more.
- B.** Said vacation must be used during the fiscal year, July 1 through December 31 of the following fiscal year.
- C.** To be eligible for a vacation, an employee must have worked eighty (80) percent of the regularly scheduled working hours during the month.
- D.** Employees terminating employment, failing to qualify for full vacations or on a leave of absence shall receive prorated vacation allowance based upon 1/12 of the vacation pay for each month, or major fraction of, between the common anniversary date (July 1) and the employee's termination date.
- E.** Vacations will, insofar as possible, be granted at times most desired by employees on the basis of the earliest requests being granted first. If multiple requests for the same vacation days come in at the same time, then seniority within classification will be the determining factor. Except in extenuating circumstances, no vacation shall be granted if it is requested more than one (1) year in advance. There shall be no forced vacation.
- F.** The College may provide coverage during planned time off periods for employees in the following classifications: PE Attendant, Custodial, Storekeeper, and Culinary Arts Sanitarian. Training will be provided to SCSPA members to cover these positions. Planned time off assignments will be offered first to trained SCSPA members, before on-call staff is utilized.
- If trained SCSPA members do not accept this planned time off assignment, on-call staff may be utilized. On-call staff may be used to fill the "domino" vacancies (normally Custodial) when full-time SCSPA staff accept coverage assignments.
- On-call staff will not be used to circumvent overtime.
- G.** When requested, if an employee becomes ill prior to, or is hospitalized during vacation, the employee shall not be charged with vacation time after proof of illness or hospitalization is produced.

ARTICLE XV

SICK TIME

A. Sick Time Accumulation

Each full-time employee covered by the Agreement will be entitled to sick time accumulated in a single sick time bank at the rate of 96 hours per year, accrued on July 1 of each year with a one hundred twenty (120) day limit. It is understood that regular part-time employees shall be entitled to a pro rata portion of all benefits under this paragraph. New hire accrual will be prorated from the date of hire through the fiscal year.

Should an employee accumulate one hundred twenty (120) days and be entitled to additional sick days, the excess (over 120) shall be placed in a common bank. This common bank may be drawn upon should a Union member have an extended illness (one (1) month or longer). Should this employee have less than the days required to meet the waiting period for Short-Term Disability (fourteen (14) calendar days), the employee may request up to ten (10) days from the bank. This bank shall be considered a common bank only, and the days shall be transferred only for the purpose of satisfying the fourteen (14) calendar day waiting period prior to the onset of Short-Term Disability (see Article XIX.C). A request for the specific number of days required shall be forwarded to the Chief Human Resources Officer or designee with the medical documentation regarding the reason for the absence and the expected duration of the absence. An employee may request time from the common bank twice during the life of the contract.

B. Use of Sick Time

Sick time shall be granted to an employee when the employee is unable to perform duties because of illness, disability, injury, or for medical, dental or optical examination or treatment that has been prearranged and substantiated with a reasonable number of hours being used.

Sick time shall also be granted when a member of the immediate family of the employee is afflicted with a contagious disease that requires the care and attendance of the employee, or when after exposure to contagious disease, the presence of the employee at the employment position would jeopardize the health of others.

In addition, up to a maximum of 72 hours of earned sick time may be used for any purpose permitted under the Michigan Earned Sick Time Act, including but not limited to the employee's or a family member's illness, injury, preventative care, medical diagnosis, or other qualifying purposes provided by law.

Upon retirement, an employee that is qualified for retirement benefits with 200 hours or more of accrued sick leave as of their last day worked shall receive compensation equal to one (1) week of their regular base pay on their last pay.

C. Call-In

When an employee is going to be absent from work, the employee is expected to notify the College each day of absence by calling the special telephone number designated for reporting absences, no later than thirty (30) minutes before the start of the assigned shift. Information to be given as follows:

- Name
- Department
- Date of Absence
- Benefit type being used
- Telephone number for contacting the employee on date of absence

All calls taken on this number will be recorded. A list of the calls received will be provided to the appropriate administrator. The call in number will be provided to employees and posted on bulletin boards and the absence program exclusion form.

Notwithstanding the foregoing, the College's call-in and notice requirements shall be administered in a manner consistent with the Michigan Earned Sick Time Act. Failure to comply with such procedures may result in discipline only to the extent permitted by applicable law.

D. Reporting Illness

An employee absent from work due to an illness or injury for four (4) consecutive days may not return to work without providing a doctor's note to the Benefits Manager in Human Resources that includes the following information:

- Documentation that leave is taken for qualifying reason
- Expected duration
- Date employee is released to return to work noting with or without restriction(s)
- Any restriction must be specific (i.e., "no lifting over a specific weight")
- The employee's telephone number

Night shift employees (i.e., 10:30pm shift) returning to work must provide medical documentation by 1:00 pm before start of shift that night. If unable to comply by 1:00 pm, employees must wait until the following night to return to work.

The documentation and reporting requirements set forth in this section shall be applied in a manner consistent with the Michigan Earned Sick Time Act and other applicable law.

E. Records of sick time accumulated and taken shall be available to the employee and the Union.

F. Personal Business

All full-time employees shall be entitled to three (3) days for personal business per year after ninety (90) days of initial employment (no personal business for part-time employees). These three (3) days constitute a single annual allotment that may be used either for planned personal business or, when necessary, for emergency personal business; no additional or separate emergency personal business days are provided. Employees shall request personal business leave through the College's attendance system at least two (2) days in advance, except when leave is needed for emergency personal business, in which case advance notice is not required. Personal business and emergency personal business days may not be used consecutively with holidays and vacations unless approved in writing by a supervisor. Only personal business days not used during the year may be carried forward to the next fiscal period to be used, upon approval, as vacation days during the fiscal period.

G. Absence Program

1. This program excludes:

- a. Excused/authorized absences for vacation, jury duty, personal business, leave of absence, holidays, bereavement leave, and disciplinary suspensions. In addition, an employee will not be subject to discipline for any hours accumulated for absences, tardiness, or early departures protected under the Family Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), Michigan's Earned Sick Time Act, workers compensation, or other applicable laws.

Absences protected under the Michigan Earned Sick Time Act shall be excluded from consideration under the absence program to the extent required by law.

- b. An absence for four (4) or more consecutive days accompanied by a doctor's note (as described in Section D).

- c. Care for a sick family member accompanied by a doctor's note, for up to 4 consecutive days shall be excluded. At day five (5), FMLA paperwork shall be submitted by employee.
2. This program includes all other absences. If an employee is scheduled for overtime and calls in sick, the employee shall be charged with the number of scheduled hours missed resulting in an included absence.
3. When an employee reaches the standard (3 days, 24 hours), the College shall be provided notice to the employee in the form of an oral warning. The employee will be required to sign the notice solely as an acknowledgement that the oral warning was issued. The notice will be documented on the most current disciplinary action form for record keeping purposes only. The oral warning under this section is not considered a disciplinary action.

4. Excessive Included Absences in One Fiscal Year

If in a fiscal year an employee's record of included absences causes the employee's absentee record to reach the following levels, then the employee will be subject to disciplinary action as specified under the "Disciplinary Action Steps." Only days apply to part-time employees, not hours. Provided, however, no absence protected under the Michigan Earned Sick Time Act shall be included in the calculation of disciplinary thresholds to the extent prohibited by law.

<u>Absence Level</u>	<u>Disciplinary Action Steps</u>
1. 4 days (32 hours)	1. Written Reprimand
2. 5 days (40 hours)	2. One (1) day suspension without pay
3. 7 days (56 hours)	3. Three (3) days suspension without pay
4. 9 days (72 hours)	4. Termination

5. Excessive Included Absences Over More Than One Year

If an employee's record of included absences causes the employee's absentee record to be higher than the standard for more than one (1) year, then the progressive disciplinary action steps initiated and specified under the above section will continue uninterrupted from year to year. For example, if an employee reaches Absence Level 1 in the first year and receives Disciplinary Action Step 1 (written reprimand), then exceeds the standard in the second year, Disciplinary Action Step 2 will be administered just as if the employee had reached that level in the first year.

6. Improvement Factors for Improved Attendance

In all cases, an employee's number of absences will start out at zero (0) commencing with the first day of every fiscal year. Also, an employee may improve disciplinary action status as follows:

If during any fiscal year an employee is absent less than the standard, disciplinary action status improves as follows:

5 or less days absent:	Improves one step
3 or less days absent:	Improves two steps
No days absent:	Improves four steps

An employee's status cannot go below zero.

H. Statutory Compliance: Earned Sick Time Act

The Parties acknowledge that the Michigan Earned Sick Time Act, MCL 408.961 et seq., establishes minimum requirements for paid earned sick time applicable to employees covered by this Agreement.

The sick time provisions of this Article are intended to meet or exceed those statutory requirements. To the extent that any provision of this Article provides less than the minimum protections required by law, the Agreement shall be interpreted and applied in a manner consistent with such requirements.

Nothing in this Article shall be construed to diminish or reduce any greater benefits provided under this Agreement. Where the Agreement provides more generous benefits than required by statute, the terms of this Agreement shall control.

The College shall not take adverse action against an employee for the lawful use of earned sick time as required by the Michigan Earned Sick Time Act. Nothing in this provision shall limit the College's right to enforce call-in procedures, documentation requirements, or discipline for non-protected absences or abuse of sick leave, where consistent with applicable law.

Notwithstanding the incorporation of the requirements of Michigan's Earned Sick Time Act, the parties agree that, in the event such statute is repealed, invalidated, or otherwise rendered inapplicable, the rights and benefits set forth in this Agreement shall revert to those in effect immediately prior to such incorporation, unless otherwise mutually agreed in writing. Nothing in this provision shall be construed to expand or diminish the College's rights or obligations beyond restoring the parties to their respective positions as they existed before the implementation of such statutory requirements.

ARTICLE XVI

BEREAVEMENT LEAVE

In case of death in the employee's immediate family, the employee shall receive up to three (3) days off with pay for the workdays falling within the period normally taken between the time of death and the funeral. For purposes of this Article, the term "immediate family" shall mean spouse, children, parents, brothers, sisters, parents-in-law, grandparents, step parents, and grandchildren of the employee. Up to one (1) day with pay will be granted to attend the funeral of brothers-in-law, sisters-in-law, sons and daughters-in-law, step brothers and sisters, aunts and uncles, foster children, or children assigned by the court. Extenuating circumstances that would necessitate more than the days enumerated above may be approved at the discretion of Human Resources.

ARTICLE XVII

JURY DUTY

An employee who is called for and reports for jury duty shall receive full wages for the duration of the jury duty and the employee may retain the daily jury duty fee paid by the court. Mileage allowance is not considered a jury duty fee.

The employee must give the supervisor satisfactory evidence that jury duty was performed on the days claiming payment. The provisions of this section are not applicable to any employee who, without being summoned, volunteers for jury duty.

The College shall assign the employee to the day shift for the period of the jury assignment.

ARTICLE XVIII

LEAVES OF ABSENCE

A. Family and Medical Leave Act.

Pursuant to the Family and Medical Leave Act of 1993, as amended, an eligible employee shall be entitled to an unpaid leave of absence, of up to twelve (12) weeks, during a twelve (12) month period. The College shall follow all provisions of the FMLA.

All eligible employees are required to use paid leave concurrently with FMLA.

The College uses the rolling method, from the first day used, to calculate leave under FMLA.

B. In accordance with the Michigan Paid Medical Leave Act ("PMLA"), MCL 408.961 *et seq.*, an eligible non-exempt (hourly) employee may use paid leave [sick/medical/PTO] for any qualifying reason for the employee or an employee's family member.

C. Unpaid leaves of absence may be granted for regular status employees at the discretion of the Chief Human Resources Officer or designee for the following reasons:

- Health
- Personal
- Military
- Union Office

D. The following general conditions shall apply to leaves of absence:

1. All applications for a leave of absence shall be submitted in writing to the Chief Human Resources Officer or designee with a copy to the employee's immediate supervisor.
2. All leaves of absence shall be without pay and without accumulation of seniority for length of the leave unless specifically provided for elsewhere in the contract.
3. Vacation time, accumulation of sick leave, and other employee benefits shall not accrue during leaves of absence.
4. An employee on leave of absence shall notify the Chief Human Resources Officer or designee in writing of the employee's intention to return from leave or request an extension of leave, at least one (1) month prior to the expiration of the leave of absence. Failure to notify the Chief Human Resources Officer or designee within the appropriate time is a violation of this leave article and may result in termination of employment.
5. The position of an employee on leave of absence shall, if filled, be filled with a temporary employee until such time as the regular employee returns from leave of absence, resigns, or is terminated in accordance with Section C above.
6. An employee returning at the completion of a leave of absence shall be assigned to the same position which the employee held at the time the leave commenced, or if that position is no longer in existence, to a substantially equivalent position.
7. Should the employee on leave resign or fail to return from a leave, the position previously held by shall be posted as a full-time vacant position in accordance with the terms of this Agreement.

8. While on leave an employee shall have the option to maintain health insurance via COBRA.

E. Health Leave

1. When an employee is ill and has used all banked sick leave, all accumulated vacation allowance, and personal days, the employee may request to be placed on leave of absence for a period not to exceed six (6) months.
2. Leaves for rest and recuperation (ill health) may be granted upon certification, in writing, by the employee's physician.
3. When returning from a health leave of absence, or after accident or surgery, the employee must obtain a certificate of good health from the employee's own physician. The Chief Human Resources Officer or designee may require an examination by a doctor designated by the College at the College's expense.

F. Personal Leave

A leave of absence for personal reasons, not to exceed one (1) year, may be granted upon written request for illness of members of the family or other responsibilities or for personal circumstances of a highly unusual or compelling nature.

G. Parental and Pregnancy-Related Leave

1. **Purpose and Scope:** This Section establishes a uniform framework governing leave related to pregnancy, childbirth, recovery from childbirth, bonding with a newborn or newly placed child, and adoption. This leave shall be administered in a manner consistent with applicable federal and state law, including, but not limited to, the Family and Medical Leave Act (FMLA) and other applicable anti-discrimination and accommodation laws.
2. **Pregnancy-Related Medical Leave**
 - a. An employee who is pregnant or experiencing a pregnancy-related medical condition shall be eligible for leave for prenatal care, incapacity related to pregnancy, childbirth, and recovery from childbirth.
 - b. To the extent the employee is medically unable to perform the essential functions of their position, such leave shall be charged to available sick leave or other applicable paid leave in accordance with this Agreement.
 - c. The College shall not require an employee to take leave if a reasonable accommodation would enable the employee to continue working, absent undue hardship. Where appropriate, the College shall engage in an interactive process to determine suitable accommodations.
 - d. The employee shall provide reasonable medical documentation consistent with applicable law to support the need for pregnancy-related medical leave or accommodation.
3. **Parental (Bonding) Leave:**
 - a. An employee who is a parent of a newborn child or a newly placed adopted or foster child shall be eligible for parental leave for purposes of bonding with such child.

- b. Parental leave under this provision shall be available to all eligible employees regardless of gender or parental status, including birthing parents (following any period of recovery), non-birthing parents, and adoptive or foster parents.
- c. Parental leave may be taken at any time within twelve (12) months following the birth of the child or placement of the child for adoption or foster care.
- d. The duration of parental leave and the extent to which such leave is paid or unpaid shall be governed by the employee's available accrued leave and applicable law, including FMLA where applicable.

4. Interaction with FMLA and Other Laws

- a. To the extent an employee is eligible for leave under the FMLA, leave taken pursuant to this Section shall run concurrently with FMLA leave.
- b. Eligibility for, and administration of, leave under this Section shall be interpreted in a manner consistent with applicable federal and state law.
- c. Nothing in this Agreement shall be construed to diminish any rights to leave or accommodation to which an employee may be entitled under applicable law.

5. Notice Requirements

- a. Where the need for leave is foreseeable, the employee shall provide at least thirty (30) days' advance written notice to the Chief Human Resources Officer or designee and the employee's supervisor.
- b. Where the need for leave is not foreseeable, the employee shall provide notice as soon as practicable.

6. Documentation Requirements

- a. The College may require reasonable documentation to substantiate the need for leave, including:
 - i. Medical certification supporting pregnancy-related medical leave, where permitted by law; and
 - ii. Documentation of the birth, adoption, or placement of a child and the employee's relationship to the child, where applicable.
- b. Documentation requirements shall be applied in a manner consistent with applicable law and shall not be unduly burdensome.

7. Use of Paid Leave

- a. Employees are required to use accrued paid leave prior to unpaid portions of leave taken under this Section, to the extent permitted by law.
- b. Paid leave shall run concurrently with any applicable FMLA leave.

8. Return to Work

- a. Upon return from leave, an employee shall be restored to the same or an equivalent position, consistent with applicable law.

- b. The College shall not impose requirements or conditions on an employee's return to work that are inconsistent with those applied to other similarly situated employees or that are prohibited by law.

H. Military Leave

Military leave shall be available as provided by law.

I. Union Office Leave

Any employee in the bargaining unit elected or appointed to full-time office in the Union whose duties require the absence from work shall be granted an unpaid leave of absence for the term of such office and shall accumulate seniority during the term of office and at the end of such term shall be entitled to resume regular seniority status and all job and recall rights.

ARTICLE XIX

INSURANCE

- A. Full-time employees will be covered by the group insurance program on the first of the month following the date of hire provided an enrollment form has been completed and signed, and the employee was full-time as of the 15th of the preceding month.
- B. The group insurance plan in force during the term of this contract consists of the following provisions:

LIFE INSURANCE - Employee

Term Life Insurance (non-contributory) \$50,000*

Accidental Death & Dismemberment (non-contributory) \$50,000

Optional Life Insurance available (contributory)

*Effective January 1, 2018, benefit amount reduced at age 65 (by 35%) and age 70 (by 50%).

Effective for January 1, 2021, open enrollment:

Plan A: HSA/HD plan. Employer contribution of \$1700 (single)/\$3400 (2-Person/family) each plan year. New or current employees eligible for the HSA/HD plan before 7/1 receive the full contribution; new or current employees eligible after 7/1 receive half the contribution, or \$850/Single or \$1700/2-Person/Family. The employer contribution will be paid at the beginning of the insurance deductible cycle into the employee's HSA account. Per IRS tax code, if the employee leaves employment midyear, a portion of the employer contribution may become taxable income.

If a husband and wife are both employed by the College and both are eligible for medical/hospital insurance, one (1) may make the HSA/HD selection and the other select Plan B, opt-out, or both may select Plan B, opt-out, with proof of other medical insurance.

OR

Plan B: A cash stipend of \$6,000 annually while actively employed on a full-time basis with the College with life insurance as listed above and college-provided dental and vision coverage.

An open enrollment period shall be available each year. During this open enrollment period, employees shall be able to choose Plan A (HSA/HD) or Plan B.

C. Short-Term Disability

The College shall provide Short-Term Disability benefit at the rate of 65% of the weekly salary up to a maximum of \$800 per week beginning with the 15th calendar day of illness or when the

employee's sick bank is exhausted, whichever occurs last. Employees, at their option, may retain up to five (5) sick days in their bank and have STD benefits begin the equivalent number of days sooner. So long as the employee is ill, benefits will continue until the employee meets the time requirements for Long- Term Disability.

D. Long-Term Disability

The College shall provide a Long-Term Disability policy which provides for a 70% of base salary benefit commencing on the 121st calendar day of disability to a maximum of \$3,500 per month, if approved by the carrier.

E. Dental Insurance - Employee and Dependents

The Incentive Dental Plan shall consist of the following provisions:

Non-scheduled Plan

Maximum per benefit year	\$1,250
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Preventive services:

No Deductible

Benefit – 100% of Reasonable & Customary Charges

Basic services:

Benefit - 100% of Reasonable & Customary Charges	(80% out of network)
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Major services:

Benefit - 80% of Reasonable & Customary Charges	(50% out of network)
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Combined basic services &

major services annual deductible	(\$25 single/\$75 family out of network)
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Orthodontic coverage for eligible dependent children shall

pay 50% of eligible charges to a \$2,000 lifetime maximum	(\$1,500 out of network)
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The Union and the College agree that the College may present other dental insurance plans to be incorporated into the current agreement upon mutual agreement.

F. Vision Care Coverage - Employee and Dependents

This plan applies to the following expenses which are incurred by the employee while insured:

1. Eye examination performed by an optometrist (OD), or ophthalmologist (MD/licensed physician).
2. Lenses and frames ordered by an optometrist (OD), or ophthalmologist (MD/licensed physician).

Benefits

Payment for examinations and materials will be made up to the maximum shown in the following schedule:

Schedule of Covered Services:

I - Complete Examination \$95 (MD) \$55 (OD)

II - Lenses

Single Prescription \$90/\$125 plastic

Bi-focal Prescription \$160/\$220 plastic

Tri-focal Prescription \$160/\$250 plastic

Contact lenses (each lens) \$65

III - Frames \$190

Limitations

1. Examinations will be limited to one per person, and lenses will be limited to one pair per person per Plan Year (January 1 – December 31). Frames will be limited to one set per person per Plan Year (January 1 – December 31).
2. Eligible charge limit for contact lenses up to \$65 per lens. This limitation does not apply to charges if visual acuity is not correctable to 20/70 in the better eye with conventional lenses; then there is no limit per lens.

Exclusions

1. Services and materials (a) in connection with special procedures such as orthotics and visual training, or (b) in connection with medical or surgical treatment, or (c) provided under Worker's Compensation benefits.
2. Sunglasses, plain or prescription, unless the prescription sunglasses are medically necessary.
3. Eye examinations required (a) by an employer as a condition of employment which the employer is required to provide by virtue of a labor agreement, or (b) by a government body.
4. Replacement of lenses or frames which were furnished under this plan and which have been lost, stolen or broken within twelve (12) months of the date they were furnished.

The Union and the College agree that the College may present other vision care programs to be incorporated into the current agreement upon mutual agreement.

- G. The College will continue to provide, without cost to the employee, a Travel/Accident Life Insurance benefit in the amount of \$50,000 for all employees traveling on College business.
- H. The College shall continue to provide Public Liability Insurance (Broad Form) covering services rendered by employees during the course of their employment.
- I. The College shall provide coverage under the Worker's Disability Compensation Act (WDCA) without cost to the employees for a period of up to sixteen months.

ARTICLE XX

DEPENDENT CARE SPENDING ACCOUNT PROGRAM

Association members shall be entitled to participate in the College's Dependent Care Spending Account Program available through the Flexible Spending Account Program.

ARTICLE XXI

VISITATION AND NEW JOBS

A. Visitation

After presentation of proper credentials to the Chief Human Resources Officer or designee, officers or accredited representatives of the Union shall be admitted (upon request by the Union) into the buildings of the College during working hours for the purpose of ascertaining whether or

not this Agreement is being observed by the parties or for assisting in the adjusting of grievances; provided, that said observation shall not be in areas which would be detrimental to the management and function of the College and its students.

B. New Jobs

1. The College shall have the right to establish, evaluate, change, and eliminate jobs, providing such action on the part of the College shall not be directed toward reducing the rate of a job in which no substantiated change in the job itself has occurred. When a new or revised operation involves duties which are not adequately or specifically described or properly evaluated in an existing job description, specification, and classification, the College has the right to develop and establish such new or revised job description, specification, and classification, rate of pay, and to place it into effect. Whenever a new building or a job is made operational, the College shall establish the job description.
2. The College will notify the Union of such new or changed job and will within thirty (30) days after such new or changed job is established, meet with the Union to negotiate the rate and classification.
3. In determining changes to the staffing level, the College takes into consideration many variables including, but not limited to, College economic conditions, student enrollment, campus activity, building size, efficiency, and effectiveness of operations.
4. Part-time positions within the same classification with compatible hours which might reasonably be combined to establish a full-time position shall be considered for consolidation and all part-time employees within a classification shall be laid off prior to any full-time employee being placed on layoff.

ARTICLE XXII

UNIFORMS

All members of the bargaining unit are required to wear uniforms approved by the College. Approved uniforms will be seasonably appropriate.

Each new full-time employee will be furnished five (5) uniforms (pants and shirts or other approved apparel) to be ordered at ninety (90) days of hire. Regular part-time employees shall be furnished three (3) uniforms. In cases where part-time employees transfer to full-time, additional uniform pieces will be ordered at ninety (90) days from the date of transfer. Thereafter, each full-time employee will receive a four hundred twenty-five dollar (\$425) annual allowance for the replacement and/or maintenance of uniforms. Regular part-time employees shall receive a one hundred seventy-five dollar (\$175) annual allowance.

Payment of the annual allowance shall be made not later than June 30.

During the first year of employment, if an employee's hire date falls between July 1 and December 31, the employee is eligible for the uniform allowance. If an employee's hire date falls between January 1 and June 30, the employee is not eligible for a uniform allowance. In cases where part-time employees transition to full-time status within the first year of hire, the transition date will determine eligibility for a full-time annual allowance; otherwise, part-time annual allowance stands if the date condition is met.

In addition to the above, for those employees required to wear safety shoes (steel-toed), the College will reimburse the employees for a pair of College-approved shoes a maximum of \$175. Should an employee and the College agree that a second pair of shoes is necessary due to deterioration of the first pair; the College will consider reimbursement as for the first pair, provided the request is submitted by February 1.

ARTICLE XXIII
EDUCATIONAL GRANT FUND/
EMPLOYEE TRAINING AND DEVELOPMENT

A. Workshops/Seminars

The College recognizes that participation in short-term institutes, workshops, and seminars which relate specifically to the function of the position of an employee must have a mutual value to the employee and the College. A staff development fund is available for this purpose. When mutually agreed upon between the union and Schoolcraft College, this fund may be used for a course or program that is related either to the employee's current position with Schoolcraft College Facilities Management or to a position within Schoolcraft College Facilities Management to which the employee might reasonably be expected to advance.

B. Educational Grant Fund

1. The College shall continue to provide an educational grant fund for the payment of 100% of the tuition for the full-time employee, spouse, and children* to attend traditional classes and in most cases a discounted rate for Personal & Professional Learning (PPL) classes at Schoolcraft College.
2. Regular part-time employees shall be eligible for 100% tuition for up to six (6) credit hours each for the Fall and Winter semesters for employees only (used as earned).
3. An employee who is denied financial assistance for payment of the fees for a Schoolcraft College course which is directly related to the employee's position may submit the request to the Chief Financial Officer.

*In compliance with IRS code.

C. Tuition Reimbursement

Full-time employees may qualify for tuition reimbursement in the amount of 50% of actual cost (excluding fees, books and all other costs) with a \$1000 per fiscal year maximum, subject to the following conditions:

1. The employee shall have been employed by Schoolcraft College for at least one (1) year before commencing the course for which reimbursement is sought;
2. The course or degree program is related either to the employee's current position with Schoolcraft College or to a position with Schoolcraft College to which the employee might reasonably be expected to advance;
3. The course is not available at Schoolcraft College or, if available, cannot be transferred;
4. The course be approved by Human Resources as qualified for tuition reimbursement prior to the employee beginning the course; and
5. The employee achieves a grade of "C" or better in the course.

Payment shall be made after the course is completed, upon written proof of the cost of tuition and the grade achieved, if all of the above conditions are satisfied.

- D.** Full time employees may qualify for reimbursement of the actual cost of fees paid for certifications, licenses, and permits per fiscal year, provided such certifications, licenses, and permits are required by management for the position held.

ARTICLE XXIV

DISCIPLINE

Dismissal, suspension, and/or any other disciplinary action shall be only for just and stated causes and a progressive discipline procedure shall be followed. Written notification of dismissal, suspension, and/or other disciplinary action shall be sent to the employee and the Union; such written notification must be issued not later than ten (10) working days after the event for which disciplinary action is being taken. The employee will subsequently have the right to defend against any and all charges.

Verbal and written reprimands issued for a cause which is not repeated during two (2) calendar years after issuance of the reprimand, may be removed from the employee's personnel file upon written request from Union to the Employer. This provision will be enacted only when the Union and the College mutually agree that no ongoing pattern on the part of the employee requiring discipline or counseling is evident.

Among the causes which shall be deemed sufficient for dismissal, suspension, and/or other disciplinary action are the following:

1. Unexcused, unauthorized, or excessive absence from work.
2. Commitment or conviction of any criminal act.
3. Conduct unbecoming any employee in the public service.
4. Disorderly or immoral conduct.
5. Incompetence or inefficiency.
6. Insubordination.
7. Bringing intoxicants or narcotics into or consuming intoxicants or narcotics on any College property, or reporting for work under the influence of intoxicating liquor or narcotics in any degree whatsoever.
8. Neglect of duty.
9. Negligence or willful damage to public property, waste, or misappropriation of public supplies or equipment.
10. Violation of any lawful regulation or order made by a supervisor.
11. Willful violation of any provisions of this contract.
12. Deliberate falsification of records and reports.
13. Violation of a College policy, work rule or regulation.
14. Violation of the attendance policy.

All dismissals shall be without pay. All suspensions may be with or without pay.

It is the College's practice to advise employees of performance or disciplinary issues and provide them the opportunity to correct the issue. Each work performance, attendance and policy/rule related offense will progress through the disciplinary process. Although the disciplinary process consists of steps known as progressive discipline, the College may skip any step depending on severity of the offense.

Employee discipline will fall into one of the following three (3) categories:

1. Attendance
2. Work Performance
3. Policy, Work Rule & Regulation

The formal disciplinary process steps are documented on the Employment Action/Disciplinary Notice form and placed in the employee's personnel file. All Employment Action/Disciplinary Notice forms are to be reviewed by the Chief Human Resources Officer or designee for approval prior to meeting with the employee. The formal disciplinary process steps are as follows:

1. Verbal Reprimand (will be documented)

2. Written Reprimand
3. Suspension
4. Termination

Note: The College may place an employee on paid administrative leave pending further investigation of circumstances including, but not limited to, policy violations, sexual harassment and Maxient complaints. In addition, both sides may mutually agree to skip a step in the progressive discipline process depending on the severity of the offense.

ARTICLE XXV

GRIEVANCE PROCEDURE

Definition

Grievance to be considered hereunder shall be filed by one or more employees, or the Union, claiming an improper application or interpretation of this Agreement, and must specify the part of the Agreement which is claimed to be violated and must specify the remedy requested.

Purpose

The primary purpose of this procedure is to secure at the lowest possible level, equitable solutions to grievances arising under this Agreement. Both parties agree that these proceedings shall be kept as confidential as may be appropriate at each level of the procedure.

Procedure

By mutual agreement in writing between the Union and the College, Step Three or Step Four may be eliminated in processing the grievance.

Step One

- A. An employee having a grievance shall present it orally to the immediate supervisor involved within seven (7) calendar days.
- B. The grievant shall have the right to be represented during the informal discussion.

Step Two

- A. The Union President shall reduce the grievance to writing and indicate the alleged contract violation, the facts supporting the alleged violation, the Article violated and the remedy desired within seven (7) calendar days from the date of Step One-A above.
- B. The aggrieved employee and the Union President shall sign the grievance.
- C. The grievance shall be submitted to the appropriate department head involved. The grievance shall be answered in writing and transmitted to the Union representative with a copy to the Union President within seven (7) calendar days.

Step Three

- A. An appeal from Step Two shall be transmitted in writing to the Chief Human Resources Officer or designee within seven (7) calendar days.
- B. The Union Representative and/or the grievance committee chairperson shall meet with the appropriate Department Head and the Chief Human Resources Officer or designee to discuss the grievance within seven (7) calendar days of its written submission to Step Three.
- C. The Chief Human Resources Officer or designee shall give a decision in writing to the Union within seven (7) calendar days from the meeting date in Step Three-B.

Step Four

- A. Any appeal from Step Three shall be presented to the College President or designee within seven (7) calendar days from the decision rendered in Step Three. The College President or designee shall meet with a business representative of the Union and/or grievance committee chairperson at a time mutually agreeable to them. The appeal shall be in writing and state the reason, or reasons, why the decision of the Chief Human Resources Officer or designee was not satisfactory.
- B. The College President or designee shall answer the grievance in writing to the Union within seven (7) calendar days.

Step Five

Should the Union choose to proceed to arbitration they shall, within thirty (30) calendar days of receipt of the answer in Step Four, submit a written request for arbitration to the American Arbitration Association and a copy of such request to the Chief Human Resources Officer or designee.

The arbitrator shall be selected in accordance with procedures established by the American Arbitration Association. Both parties agree that the arbitration shall be held at the College's offices. Both parties also agree that the arbitrator's decision shall comply with the Michigan Uniform Arbitration Act, MCL 691.1681 et seq. The decision of the arbitrator shall be final and binding on both parties provided that the arbitrator shall confine his opinion to the sole question of whether or not (1) there has been a violation, misinterpretation or misapplication of any provision of this Agreement, or (2) there has been a deviation from or misinterpretation or misapplication of written policies or procedures affecting the conditions of employment of SCSPA employees in effect from time to time.

The Arbitrator, the Union, or the College may call any employee as a witness. Each party shall be responsible for the expenses of the witnesses that they may call. The expense of the arbitrator shall be shared equally by the College and the Union.

The arbitrator shall not have jurisdiction to subtract from or modify any of the terms of this agreement or any written amendments, or to specify the terms of a new agreement, or to substitute their discretion for that of the parties.

The result of the decision shall be implemented within thirty (30) calendar days of receipt of the decision.

ARTICLE XXVI SEVERANCE PAY

After ten (10) years of service, any employee upon severance due to retirement, who's qualified for retirement benefits, or death shall receive a severance benefit in an amount of one thousand dollars (\$1,000). Additional severance credit may be earned at the rate of twenty dollars (\$20) for each additional calendar month of employment after the tenth year. In no case would the maximum payment exceed five thousand dollars (\$5,000). Payment in the case of a deceased employee will be made to the beneficiary or to the estate of the deceased.

ARTICLE XXVII

SAFETY PRACTICES

The College and employees will take measures to prevent or eliminate any hazards which the employees may encounter at their place of work, in accordance with the provisions of MIOSHA, State, and local regulations.

ARTICLE XXVIII

CLASSIFICATION AND COMPENSATION

- A.** The parties agree that the employees covered by this agreement shall be considered engaged in the type of work and classification as set forth in Exhibits A1-3.
- B.** Pay increments for employees shall be based on calendar days.

ARTICLE XXIX

MISCELLANEOUS

A. Salary Overpayment

The College shall have the right to deduct any salary overpayments to an employee from compensation due to that employee. Should this occur, the employee shall be notified, in writing, of the amount in question. The repayment schedule shall be developed by mutual agreement.

B. No Pay Days

Should an employee be absent from work and have such absence excused (with proper documentation), but have no days in any bank, the employee shall be docked for the hours missed. The employee shall be required to use any available sick, vacation, compensation, or personal business time before being granted unpaid time off. Unexcused absences shall be counted on the Absence Program (Article XV.G) and shall be dealt with in accordance with Article XXIV(Discipline/Discharge). An unexcused tardiness shall mean a failure to report to work at the scheduled start time that is not approved by management, provided that management shall retain reasonable discretion to determine whether a tardiness is excused based upon the circumstances presented, including but not limited to the employee's stated reason and prior attendance history. In exercising such discretion, management shall consider the totality of the circumstances and document the basis for its determination in order to ensure that decisions are made in a consistent, good faith, and non-arbitrary manner.

C. Notice of Privatization

If the College considers privatization, the Union will be given thirty (30) days' notice prior to the issuance of the Request for Proposals.

D. The College shall provide free fitness center membership.

E. Zipper Clause

1. Entire Agreement: The College and the Union acknowledge that during 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 covered by law in 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.

2. Waiver of Bargaining: Therefore, the College and the Union for the life of this Agreement each voluntarily and unqualifiedly waive the right and each agree that the other shall not be obligated to bargain collectively with respect to any subject matter or matter referred to or covered in this Agreement, or any matter not referenced or covered in this Agreement, or any matter not referenced or covered including past practices even though such subjects or matters may have not been within the knowledge or contemplation of either or both parties at the time that they negotiated or signed this Agreement.
3. Sole Agreement: This Agreement constitutes the sole and entire existing agreement between the parties hereto and expresses all obligations and restrictions imposed on the College. Any pattern of past practice or conduct prior to this Agreement shall be deemed merged into this Agreement.
4. Savings Clause:
 - a. Should any part of this Agreement, or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions thereof; provided, however, upon such invalidation the parties signatory hereto agree to immediately meet to negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.
 - b. In such event, either party may require renegotiation of such invalid provisions for the purpose of adequate replacement thereof. However, if the parties are unable to agree within thirty (30) days following the commencement of the initial meeting, the matter will be postponed until contract negotiations are reopened at the expiration of this Agreement. The provisions located above in paragraph "a" will not be subject to arbitration or an unfair labor practice charge.
5. Written Agreement: This Agreement can be altered or amended only by written agreement between the parties hereto.

ARTICLE XXX

DISTRIBUTION OF AGREEMENT

Copies of this Agreement shall be distributed electronically and may be reproduced, upon request, at the expense of the College and presented to all SCSA personnel employed by the College.

ARTICLE XXXI

BINDING EFFECTIVE AGREEMENT

This Agreement shall be binding upon the parties, their successors, and assigns.

ARTICLE XXXII

SCOPE, WAIVER AND ALTERATION OF AGREEMENT

- A.** No agreement, alteration, understanding, variation, waiver or modification of any of the terms or conditions or covenants shall be made by any employee or group of employees with the College unless executed in writing between the parties and ratified by the Union.
- B.** The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions.
- C.** If any Article or Section of this Agreement or any supplement should be held invalid 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, the remainder of this Agreement and supplements shall not be affected and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement for such Article or Section.

ARTICLE XXXIII

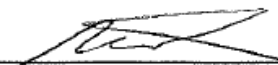
TERMINATION, CHANGE OR AMENDMENT

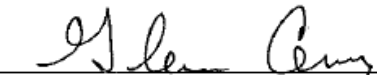
This Agreement shall become effective on July 1, 2026 and shall remain in full force and effect through June 30, 2029, and from each year after unless written notice of a desire to modify or terminate the Agreement is served by either party upon the other at least ninety (90) but not more than one hundred and twenty (120) days prior to or any subsequent anniversary date. Such notice must be sent by registered or certified mail to the other party. A notice of a desire to modify the Agreement shall have the effect of terminating the entire agreement on the applicable expiration date set out above.

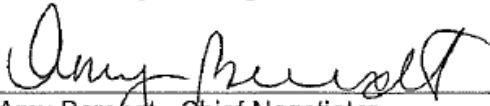
Any Agreement that is extended pursuant to paragraph one (1) above may be amended in writing upon the mutual written agreement of the parties.

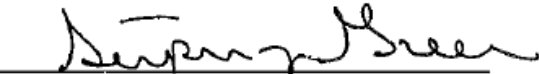
The parties have caused this instrument to be executed.

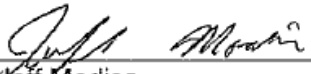
SCHOOLCRAFT COLLEGE

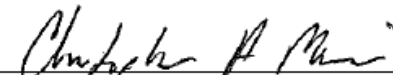
By: 
Brett Gierak
Chairperson – Board of Trustees

By: 
Glenn Cerny – College President

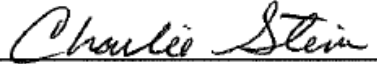
By: 
Amy Berendt - Chief Negotiator

By: 
Stephen Green
Negotiating Team Member

By: 
Jeff Modica
Negotiating Team Member

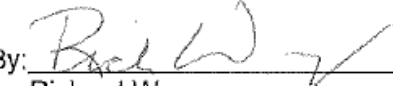
By: 
Chris Mirer
Negotiating Team Member

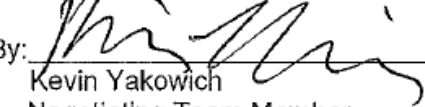
By: 
Patrick Sturdy
Negotiating Team Member

By: 
Charlie Stein
Negotiating Team Member

SCSPA/MEA/NEA

By: 
April Aschelle - SCSPA President

By: 
Richard Worosz
Negotiating Team Member

By: 
Kevin Yakowich
Negotiating Team Member

By: 
Michael Stainbrook
Negotiating Team Member

SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION

Signing Bonus

Upon full execution and ratification of this Agreement by both the College and the bargaining unit, each employee within the bargaining unit who is actively employed by the College on the date of ratification shall receive a one-time signing bonus in the gross amount of One Thousand Dollars (\$1,000.00), subject to all applicable federal, state, and local taxes and withholdings. Payment shall be made within a reasonable period following the date the Agreement becomes fully executed.

For purposes of this provision, the following eligibility conditions shall apply:

Employees who are on an approved leave of absence, including but not limited to medical leave, FMLA leave, or approved unpaid leave, on the date of ratification shall be deemed actively employed and shall be eligible to receive the full signing bonus, provided they remain employed at the time of payment.

Employees hired into a bargaining unit position after the date of tentative agreement but prior to the date of ratification shall be eligible to receive the signing bonus, provided they are actively employed on the date of ratification.

Employees who separate from employment, whether by resignation, retirement, or termination, prior to the date of ratification shall not be eligible to receive the signing bonus. Employees who separate employment after ratification but prior to the payment date shall remain eligible, provided they were actively employed on the date of ratification, unless separation is for gross misconduct.

SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION

Wage Schedule (3% Increase) Effective 7/1/2026 – 6/30/2027 (Year 1)

Title	Hire Rate	Full One-Year Rate
Custodial Group Leader		\$ 27.58
Grounds Group Leader		\$ 28.93
Custodial Shift Leader	\$ 27.34	\$ 29.05
Custodial Leader/Repair Tech	\$ 27.34	\$ 30.55
Storekeeper Leader	\$ 27.82	\$ 30.99
Grounds Shift Leader	\$ 28.42	\$ 31.82
General Maintenance	\$ 29.88	\$ 32.38
Skilled Carpenter	\$ 34.74	\$ 37.75
Skilled Mechanic	\$ 34.74	\$ 37.75
Skilled Plumber	\$ 34.74	\$ 37.75
Skilled Electrician	\$ 34.74	\$ 37.75
HVAC Skilled Maintenance	\$ 35.24	\$ 38.25
Maintenance Leader	\$ 37.20	\$ 40.22

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Custodial	\$ 19.76	\$ 21.09	\$ 22.41	\$ 23.72	\$ 25.05	\$ 26.54
Culinary Sanitarian	\$ 21.09	\$ 22.41	\$ 23.72	\$ 25.05	\$ 26.37	\$ 27.02
PE Attendant	\$ 21.09	\$ 22.41	\$ 23.72	\$ 25.05	\$ 26.37	\$ 27.02
Grounds	\$ 21.76	\$ 23.07	\$ 24.39	\$ 25.71	\$ 27.03	\$ 27.86
Storekeeper	\$ 22.08	\$ 23.40	\$ 24.72	\$ 26.03	\$ 27.35	\$ 28.55

New hires on steps will advance one step on the scale the first pay period in July of each year until they reach the maximum rate of that step schedule. At the College's sole discretion, a new hire's prior work experience, performing the same or similar job duties, may be considered in initial year step placement.

If the College agrees to a higher wage rate increase in any subsequently negotiated collective bargaining agreement during the term of this agreement, the College shall increase the hourly rate for this bargaining unit by the same percentage.

SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION**Wage Schedule (1% Increase) Effective 7/1/2027 – 6/30/2028 (Year 2)**

Title	Hire Rate	Full One-Year Rate
Custodial Group Leader		\$ 27.86
Grounds Group Leader		\$ 29.22
Custodial Shift Leader	\$ 27.61	\$ 29.34
Custodial Leader/Repair Tech	\$ 27.61	\$ 30.86
Storekeeper Leader	\$ 28.10	\$ 31.30
Grounds Shift Leader	\$ 28.70	\$ 32.14
General Maintenance	\$ 30.18	\$ 32.70
Skilled Carpenter	\$ 35.09	\$ 38.13
Skilled Mechanic	\$ 35.09	\$ 38.13
Skilled Plumber	\$ 35.09	\$ 38.13
Skilled Electrician	\$ 35.09	\$ 38.13
HVAC Skilled Maintenance	\$ 35.59	\$ 38.63
Maintenance Leader	\$ 37.57	\$ 40.62

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Custodial	\$ 19.96	\$ 21.30	\$ 22.63	\$ 23.96	\$ 25.30	\$ 26.81
Culinary Sanitarian	\$ 21.30	\$ 22.63	\$ 23.96	\$ 25.30	\$ 26.63	\$ 27.29
PE Attendant	\$ 21.30	\$ 22.63	\$ 23.96	\$ 25.30	\$ 26.63	\$ 27.29
Grounds	\$ 21.98	\$ 23.30	\$ 24.63	\$ 25.97	\$ 27.30	\$ 28.14
Storekeeper	\$ 22.30	\$ 23.63	\$ 24.97	\$ 26.29	\$ 27.62	\$ 28.84

New hires on steps will advance one step on the scale the first pay period in July of each year until they reach the maximum rate of that step schedule. At the College's sole discretion, a new hire's prior work experience, performing the same or similar job duties, may be considered in initial year step placement.

If the College agrees to a higher wage rate increase in any subsequently negotiated collective bargaining agreement during the term of this agreement, the College shall increase the hourly rate for this bargaining unit by the same percentage.

SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION**Wage Schedule (1% Increase) Effective 7/1/2028 – 6/30/2029 (Year 3)**

Title	Hire Rate	Full One-Year Rate
Custodial Group Leader		\$ 28.14
Grounds Group Leader		\$ 29.51
Custodial Shift Leader	\$ 27.89	\$ 29.63
Custodial Leader/Repair Tech	\$ 27.89	\$ 31.17
Storekeeper Leader	\$ 28.38	\$ 31.61
Grounds Shift Leader	\$ 28.99	\$ 32.46
General Maintenance	\$ 30.48	\$ 33.03
Skilled Carpenter	\$ 35.44	\$ 38.51
Skilled Mechanic	\$ 35.44	\$ 38.51
Skilled Plumber	\$ 35.44	\$ 38.51
Skilled Electrician	\$ 35.44	\$ 38.51
HVAC Skilled Maintenance	\$ 35.95	\$ 39.02
Maintenance Leader	\$ 37.95	\$ 41.03

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Custodial	\$ 20.16	\$ 21.51	\$ 22.86	\$ 24.20	\$ 25.55	\$ 27.08
Culinary Sanitarian	\$ 21.51	\$ 22.86	\$ 24.20	\$ 25.55	\$ 26.90	\$ 27.56
PE Attendant	\$ 21.51	\$ 22.86	\$ 24.20	\$ 25.55	\$ 26.90	\$ 27.56
Grounds	\$ 22.20	\$ 23.53	\$ 24.88	\$ 26.23	\$ 27.57	\$ 28.42
Storekeeper	\$ 22.52	\$ 23.87	\$ 25.22	\$ 26.55	\$ 27.90	\$ 29.13

New hires on steps will advance one step on the scale the first pay period in July of each year until they reach the maximum rate of that step schedule. At the College's sole discretion, a new hire's prior work experience, performing the same or similar job duties, may be considered in initial year step placement.

If the College agrees to a higher wage rate increase in any subsequently negotiated collective bargaining agreement during the term of this agreement, the College shall increase the hourly rate for this bargaining unit by the same percentage.

SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION**JOB CLASSIFICATIONS**

For all classifications in this Exhibit, employees contacted for overtime are required to respond to the supervisor within fifteen (15) minutes. Failure to respond within this period will be treated as declination for that overtime opportunity only. Notwithstanding the foregoing, in circumstances that the College determines, in its sole discretion, to constitute an operational emergency, the College may immediately proceed to the next eligible employee on the seniority list without waiting for a response. In such emergency circumstances, non-response will be treated solely as a declination for that overtime opportunity and will not be considered a bypass or violation of seniority. The College's determination that an operational emergency exists shall not be subject to challenge under the grievance procedure. Notwithstanding the foregoing, employees remain obligated to respond when contacted via phone during their regular shift.

MAINTENANCE LEADER

Under general supervision, responsible for assigning work and obtaining materials for the work to be performed.

SKILLED MAINTENANCE HVAC CLASSIFICATION

Works independently with little or no supervision with responsibility for planning and scheduling of work. Performs skilled work in each of the skilled maintenance fields but specializes in HVAC (heating, ventilation and air-conditioning). Has acquired sufficient training and experience in the HVAC field to perform the class of work routinely required in this area at the journeyman level. May supervise the work of one or more employees.

SKILLED MAINTENANCE CARPENTER CLASSIFICATION

Works independently with little or no supervision with responsibility for planning and scheduling of work. Performs skilled work in each of the maintenance fields (Carpenter, Electrician, Plumber, Mechanic) but specializing in at least one of them. Has acquired sufficient training and experience in one or more of the maintenance fields to perform the class of work ordinarily required in these fields at a journeyman level. May supervise the work of one or more employees.

SKILLED MAINTENANCE ELECTRICIAN CLASSIFICATION

Works independently with little or no supervision with responsibility for planning and scheduling of work. Performs skilled work in each of the maintenance fields (Carpenter, Electrician, Plumber, Mechanic) but specializing in at least one of them. Has acquired sufficient training and experience in one or more of the maintenance fields to perform the class of work ordinarily required in these fields at a journeyman level. May supervise the work of one or more employees.

SKILLED MAINTENANCE PLUMBER CLASSIFICATION

Works independently with little or no supervision with responsibility for planning and scheduling of work. Performs skilled work in each of the maintenance fields (Carpenter, Electrician, Plumber, Mechanic) but specializing in at least one of them. Has acquired sufficient training and experience in one or more of the maintenance fields to perform the class of work ordinarily required in these fields at a journeyman level. May supervise the work of one or more employees.

SKILLED MAINTENANCE MECHANIC CLASSIFICATION

Works independently with little or no supervision with responsibility for planning and scheduling of work. Performs skilled work in each of the maintenance fields (Carpenter, Electrician, Plumber, Mechanic) but specializing in at least one of them. Has acquired sufficient training and experience

in one or more of the maintenance fields to perform the class of work ordinarily required in these fields at a journeyman level. May supervise the work of one or more employees.

GENERAL MAINTENANCE CLASSIFICATION

Under supervision performs skilled and semi-skilled work in each of the above maintenance fields. Has acquired sufficient training and experience to complete repairs in plumbing, electrical, carpentry, HVAC and grounds equipment areas.

Skilled and General Maintenance Fields shall include the following:

- HVAC (Heating/Ventilation/Air Conditioning)
- Carpenter
- Electrician
- Equipment Mechanic
- Plumber Fitter

SHIFT LEADER

Under supervision, responsible for scheduling, assigning, executing, completing and inspecting work assignments using standardized procedures. Must supervise all student employees. Also responsible for delivering materials and equipment to the job site for the work to be performed; evaluating materials and equipment; training new employees and employees changing job assignments; providing input in appraisal of personnel when requested by supervision; any other related duties assigned by supervision. The Shift Leader has no disciplinary power or responsibility other than informing supervision of ongoing patterns of employee conduct which have the effect of interfering with the completion of job assignments.

STOREKEEPER LEADER

Under supervision, responsible for scheduling, assigning, executing, completing and inspecting work assignments using standardized procedures. Also responsible for receiving, distributing, handling, shipping, and keeping records on materials, mail, and equipment; evaluating materials and equipment; training new employees and employees changing job assignments; providing input in appraisal of personnel when requested by supervision; any other related duties assigned by supervision. The Storekeeper Leader has no disciplinary power or responsibility other than informing supervision of ongoing patterns of employee conduct which have the effect of interfering with the completion of job assignments.

STOREKEEPER

Under direct supervision, responsible for receiving, distributing, handling, shipping and record keeping of materials (including mail and parcels).

GROUNDKEEPER CLASSIFICATION

Designed as a utility position and under direct supervision, responsible for performing semi-skilled work involving all buildings, yards and grounds, machinery, equipment, furniture and vehicles.

GROUNDKEEPER GROUP LEADER

Designed as a utility position and under supervision, assist the shift leader and supervisor in providing direction, scheduling, assigning, executing, completing, and inspecting work assignments in designated areas or among a group of Groundskeeper and/or student employees. Provide effective team support, actively participate in assignments, set-ups, and coordination of team tasks; assist new employees in gaining necessary skills and learning appropriate procedures; provide feedback and input to work procedures, equipment and supply needs as well as the performance of team members to the supervisor. Serve as acting shift leader in the absence of the regular shift leader. The group leader has no disciplinary power or responsibility other than informing supervision of ongoing patterns of employee conduct which have the effect of interfering with the completion of job assignments.

PHYSICAL EDUCATION ATTENDANT

Under general supervision, responsible for performing unskilled and semi-skilled work which is required for the operation, functioning, routine cleaning and upkeep of the Physical Education building, premises and equipment. Includes record keeping, laundry, equipment room and locker room duties. May also supervise student aides.

CULINARY ARTS SANITARIAN

Under direct supervision, responsible for performing unskilled and semi-skilled work required for the routine cleaning and upkeep of equipment and facilities in areas pertaining to Culinary Arts. Work includes the grounds immediately surrounding the assigned area. Must maintain valid food handling certification.

CUSTODIAL CLASSIFICATION

Designed as a utility position and under direct supervision, responsible for performing unskilled and semi-skilled work required for the routine cleaning and upkeep of buildings to insure that the facilities are ready for daily use. Work includes the grounds immediately surrounding the buildings. Also responsible for routine cleaning and upkeep of equipment used in the performance of these duties.

CUSTODIAL LEADER/REPAIR TECHNICIAN

Designed as a utility position and under supervision, responsible for scheduling, assigning, executing, completing, and inspecting work assignments using standardized procedures. Responsible for delivering materials and equipment, as needed to the job site for the work to be performed. Custodial Leader/Repair Technician will perform preventative maintenance, repairs, and inspections on various custodial equipment (floor scrubbers, carpet extractors, vacuums, etc.). Replaces or installs product dispensers. Helps evaluate custodial materials and equipment for purchase. The Leader/Repair Technician will train new employees and employees changing job assignments: provide input in appraisal of personnel when requested by supervision; any other related duties assigned by supervision. A supervisor may assign other duties to meet the mission requirements of the Facilities Management Department custodial and grounds staff. The Leader/Repair Technician has no disciplinary power or responsibility other than informing supervision of ongoing patterns of employee conduct which have the effect of interfering with the completion of job assignments.

CUSTODIAL GROUP LEADER

Designed as a utility position and under supervision, assist the shift leader and supervisor in providing direction, scheduling, assigning, executing, completing and inspecting work assignments in designated areas or among a designated team of Custodial employees. Provide effective team support, actively participate in assignments, set-ups, and inventory control for the designated team area or team tasks; assist new employees in gaining necessary skills and learning appropriate cleaning procedures; provide feedback and input to work procedures, equipment, and supply needs as well as the performance of team members to the supervisor. Serve as team leader for a small group (usually 3-5) of Custodial employees on a routine or non-routine basis (special projects or events). Serve as acting shift leader in the absence of the regular shift leader and supervisor. The group leader has no disciplinary power or responsibility other than informing supervision of ongoing patterns of employee conduct which have the effect of interfering with the completion of job assignments.

**SCHOOLCRAFT COLLEGE SUPPORT PERSONNEL ASSOCIATION
RECOGNITION AWARDS**

SCSPA Recognition Awards

Effective for the 2028-2029 Contract Year*

Years of Service	Award (\$)
40+	1000
35-39	900
30-34	800
20-29	750
15-19	700
10-14	650
7-9	500
2-6	300
1	250

***Must be employed on payout date to receive award.**

Award is paid out on a non-pay date Friday in July of 2029 at the closest level of full years of service completed by July 1, 2029.