SEIU 284
Custodial Bargaining Unit
Elk River #728

Date: 12.12.23
Union 3 Pass

ARTICLE VI: INSURANCES

Union Proposal 1: Insurance Contributions

6.1 Health and Hospitalization Insurance

2023-2025 Medical Rates

Health Ins – Custodial (40 hours/week)

Plan	260 (12 months)
DG-SIN	***822.00 (plus $930)***
DG-FAM	***1,320.00***
CMM-SIN	***1,015.00***
CMM-FAM	***2000.00***
HSA-SIN	***1,015.00***
HSA-Fam	***2000.00***

Union Proposal 2: Non-Participation Benefit

6.1.6 Option for Non-Insurance Participants: Beginning July 1, 2024, employees that do not participate in the group health insurance plan and have shown proof of insurance annually shall receive an additional five-thousand dollars ($2,500) in wages. The benefit will be paid out equally per pay period. If the employee joins the district insurance because of a qualifying event, they will forfeit the remaining annual benefit upon the start of their district health insurance.

Union Proposal 3: Lowering Sick Leave Cap

7.1 Sick Leave

7.1.12 At the end of a school year if an employee has accumulated more than 120 days of sick leave, the employee may elect to roll over 20 hours of sick leave into their 403B deferred compensation plan or their HSA account.

Union Proposal 4: Medical Certificate

7.1.5 The Administration may require an employee to furnish a ~~medical certificate from a qualified physician~~ ***note*** as evidence of illness indicating such absence was due to illness if more than 3 consecutive sick days are used, in order to qualify for sick leave pay. However, the final determination as to the eligibility of an employee for sick leave is reserved to the School Board or their designee.

Union Proposal 5: Sick Leave Severance

Upon separation, employees will be able to cash out their accumulated sick leave at their current rate of pay at the following rates:

At or greater than 10 years of service receives a 25% cash out

At or greater than 15 years of service receives a 50% cash out

At or greater than 20 years of service receives a 75% cash out

At or greater than 25 years of service receives a 100% cash out

Union Proposal 6: Personal Leave

7.2 Personal Leave

7.2.1 All full-time employees and on a pro rata basis, part-time employees, shall be granted ~~one (1)~~ three (3*)* day***s*** of Personal Leave per year.

Union Proposal 7

The Union is interested in the District's proposal to eliminate the lifetime matching cap.

SEIU 284 question: how is the district costing the elimination of the 403b cap?

Union Proposal 8: Wages

SECTION 1 – RATES OF PAY – CUSTODIAN, GROUNDS PERSONS AND OTHERS

Effective July 1, 20~~21~~23, through June 30, 20~~22~~24, wages per hour

*Employees currently on step 1-4 move to step 5.

STEP	Grade I	Grade II	Grade III	Grade IV	Grade V	Grade VI	Grade VII	Grade VIII
~~1~~	~~18.32~~	~~18.66~~	~~19.01~~	~~19.36~~	~~19.71~~	~~20.05~~	~~20.77~~	
~~2~~	~~18.66~~	~~19.01~~	~~19.36~~	~~19.71~~	~~20.05~~	~~20.77~~	~~21.54~~	
~~3~~	~~19.01~~	~~19.36~~	~~19.71~~	~~20.05~~	~~20.77~~	~~21.54~~	~~22.33~~	
~~4~~	~~19.36~~	~~19.71~~	~~20.05~~	~~20.77~~	~~21.54~~	~~22.33~~	~~23.15~~	
~~5~~ 1	21.96	22.30	23.02	23.79	24.58	25.40	26.25	
~~6~~ 2	22.30	23.02	23.79	24.58	25.40	26.25	27.13	82,227.78
~~7~~ 3	23.02	23.79	24.58	25.40	26.25	27.13	28.06	84,333.60
~~8~~ 4	23.79	24.58	25.40	26.25	27.13	28.06	29.01	87,193.07
~~9~~ 5	25.09	25.90	26.75	27.63	28.57	29.52	30.51	90,126.23

Effective July 1, 20~~22~~24, through June 30, 20~~23~~25

STEP	Grade I	Grade II	Grade III	Grade IV	Grade V	Grade VI	Grade VII	Grade VIII
1	24.21	24.55	25.27	26.04	26.83	27.65	28.50	
2	24.55	25.27	26.04	26.83	27.65	28.50	29.38	84,106.98
3	25.27	26.04	26.83	27.65	28.50	29.38	30.31	86,212.76
4	26.04	26.83	27.65	28.50	29.38	30.31	31.26	89,072.27
5	27.34	28.15	29.00	29.88	30.82	31.77	32.76	92,005.43

Union Proposal 9: Longevity

C. In addition to their basic hourly wage, exceptional service pay will be paid to employees who have completed the following years of continuous service with the district as shown below:

Ten (10) years: $0.60

Fifteen (15) years: ~~0.25~~ $0.75

Twenty (20) years: $1.00

Union Proposal 10: Initial Placement

Article V – Initial Placement on Wage Scale

5.1

There shall be no "leapfrogging" of current employee's base rates by reason of experience credit. "Leapfrogging" is defined as a newly hired employee receiving experience credit which places their base rate higher than a current employee with same years of experience.

The new hire shall have sixty (60) days to provide documentation required for experience credit. The Employer shall provide the Union with the new hire wage rate, reason for experience credit and current employee(s) wages with the same experience.

The District will provide regular reports of the bargaining unit to the Union as referenced in . The Union shall monitor such new hire placement. The resolution to "leapfrogging" will be a step one meeting to verify base rates and adjust current affected employees in the same job classification to place them higher than the new employee base rate. The Union shall monitor new hire start rates and any resulting Step One meeting(s) shall occur within ninety (90) days of hire. Additional concerns may be resolved through the grievance and arbitration process.

Union Proposal 11: Article 4.3 Employee Rights

Request for Payroll Deduction, Authorization and Remittance.

Employees have the right to request and be allowed ~~dues check off for the employee organization of their selection, provided that dues check off and the proceeds thereof shall not be allowed any employee organization that has lost its right to dues check off pursuant to the PELRA.~~ payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s) as provided for under PELRA. The District will remit deductions to the Union within thirty days of the deduction. ~~Upon receipt of a properly executed authorization from the union (in the form of paper, electronic file, audio file) of the employee involved, the School District will deduct from the employee's paycheck the dues that the employee has agreed to pay o the employee organization during the period provided in said authorization.~~

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization and audio file.

The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization as provided for by PELRA. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or cancelled their authorization in writing in accordance with the terms of the original authorizing document.

The Union indemnifies the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

Union Proposal 12: Article 4.4 Employee Rights

4.4

Within ten calendar days from the date of hire of an employee, the District will provide the following contact information to the Union: name, job title, worksite location (including location within a facility when appropriate), home address, work telephone number, home and personal cell phone numbers on file with the District, date of hire, work email address, personal email address on file with the District, wage, number of hours normally scheduled in a day, number of duty days contracted for, and whether the position is a nine (9) month or twelve (12) month assignment. The District will provide this information to the Union in a format acceptable to the Union.

On request and every 120 calendar days the District shall provide to the Union in an Excel file or similar format agreed to by the Union the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the District; date of hire; and work email address and personal email address on file with the District.

The District must notify an exclusive representative within 10 calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

Union Proposal 13: Article 4.5 Employee Rights

Article 4.5

Section 7. Union Access.

The District will allow the Union to communicate with bargaining unit members using their employer-issued email addresses regarding collective bargaining, the administration of the collective bargaining agreement, the investigation of grievances, other workplace-related complaints and issues,

and ***internal matters involving the governance or business of the Union, consistent with the District's generally applicable technology use policies.***

The District will allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

Article 16.2 Vacations

SEIU 284 Custodians proposed to lower the years to accumulate vacation in each group by two years as follows:

From "up to six (6) years" to "up to four (4) years"
From "more than six (6) years to up to fifteen (15) years" to "more than four (4) years to up to (13) years"
From "more than fifteen (15) years" to "more than thirteen (13) years"

SEIU 284 Custodial unit responses to district proposals

District Proposal 1

The Union is not interested in automatically cashing out earned vacation leave at this time.

District Proposal 2

The Union is interested in modifying this language.
Question: Does the "…upon advance approval of Human Resources." create a different standard of approval from other bargaining unit members?

District Proposal 3

The Union is not interested in changing the request timeline at this time.

District Proposal 4

The Union is not interested in changing the $930 contribution towards DG single.

District Proposal 5

The Union is not interested in changing process for filling vacancies by eliminating seniority rights in Article 13.

District Notice of Eliminating Past Practice

Propose extending the MOA for district covering boiler's license testing and extending it to renewal.

Union Discussion Point:

Question: How does the District want to handle updates to the contract like dates?