

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

HERRIN COMMUNITY UNIT SCHOOL DISTRICT NO. 4

AND

(SUPPORT PERSONNEL)

THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA,
THE SOUTHERN AND CENTRAL ILLINOIS LABORERS' DISTRICT COUNCIL

AND

LABORERS' LOCAL 773



DURATION: SEPTEMBER 1, 2015 THROUGH AUGUST 31, 2018

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EDUCATIONAL DIETARY PERSONNEL COLLECTIVE BARGAINING AGREEMENT

ARTICLE 1 - PREAMBLE

Parties to Agreement - This Memorandum of Agreement is made and entered into by and between Herrin Community Unit School District No. 4, Williamson County, Illinois, (hereinafter referred to as the "School District") and the Laborers' International Union of North America, the Southern and Central Illinois Laborers' District Council and Laborers' Local 773 (hereinafter referred to as the "Union"), as the representative of the nine (9) month full time cooks of the Herrin Community Unit School District No. 4, (hereinafter referred to as "employees").

ARTICLE 2 - RECOGNITION

2.1 Management Rights

The Board, on its behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws of the State of Illinois and of the United States, including, but without limiting the generality of the foregoing, the right:

To the executive management and administrative control of the school system and its properties and facilities and the activities of its employees.

To manage and direct the working forces, including the right to hire, promote, suspend, discharge, and demote employees; transfer employees; assign work, including extracurricular duties, to employees; subcontract; determine the size of the work force and to lay off employees.

To determine the services, supplies and equipment necessary to continue its operations and to determine the methods, schedules, and standards of operation, the means, methods, and processes of carrying on the work, including the institution of new and/or improved methods or changes therein.

To determine the number and location or relocation of its facilities, including the establishment or relocations of new schools, buildings, departments, divisions or subdivisions thereof, and the relocation or closing of offices, departments, divisions or subdivisions, buildings, or other facilities.

To determine all financial and educational policies.

To determine the size of the management organization, its functions, authority, amount of supervision, and table of organization.

2.2 Area and Employees Covered

The bargaining unit for this Agreement shall include all of the regularly employed nine (9) month full time cooks by the School District. All supervisors and short-term employees as defined in the Illinois Educational Labor Relations Act, and all other employees are not covered

by this contract. Notwithstanding any of the foregoing provisions of this Article, any person who shall substitute for a dietitian employee who is unavailable to work, shall not be covered under this Agreement, unless the School District shall retain the service of said substitute on a regular full-time basis to act as a substitute. Outside contractors may not be used to perform like bargaining unit work, unless the parties mutually agree.

Substitutes - The School District will arrange for substitutes who could be used in case of an illness or other leaves of absence requested by the employee. The substitute will be used for any contractual leave. The head cook shall use her discretion as to whether or not a substitute is required for absences shorter than one week in duration, based upon the amount of work pending at that particular time. The rate of pay for the cook substitute shall be paid at the State of Illinois current minimum wage. For continuous work of over seven (7) days a cook substitute shall be paid at a rate of one dollar and seventy five cents (\$1.75) over the current State of Illinois minimum wage. For continuous work of more than twenty (20) days a cook substitute shall be paid at the rate of the regular employee.

2.3 Scope of Bargaining

Both parties agree to negotiate in good faith with respect to wages, working hours, working conditions, fringe benefits, and mutually agreed upon matters.

2.4 Recognition and Union Security

Until such time as Laborers' Local 773 may be replaced as provided by the Illinois Educational Labor Relations Act, the School District recognizes Laborers' Local Union 773 as the exclusive bargaining representative for all employees covered by this contract relating to wages, hours and working conditions. Should any adverse action result from enforcement of this Article, the Union shall indemnify the School District for any damages or loss resulting thereof. Any new employee hired after the effective date of this Agreement shall successfully complete the probationary period described in this Agreement before becoming a member of the Union.

2.5 Gender Clause

The use of the feminine pronoun in this Agreement is understood to be for clerical convenience only, and it is further understood that the feminine pronoun includes the masculine pronoun as well.

ARTICLE 3 - NEGOTIATIONS

3.1 Beginning and Duration of Agreement

This Agreement shall be in full force and effect from September 1, 2010 until August 31, 2015.

3.2 Negotiation Procedures

Negotiations shall be conducted through joint discussions with representatives of the Board and

the Union. The composition of the Union team, not to exceed five (5) unless by mutual agreement, shall be restricted to the bargaining unit of the School District and members of the Union, the Local Business Agent, and a representative of the International Union. The composition of the Board team, not to exceed five (5) unless by mutual agreement, shall be restricted to members of the Board, Administration and Counsel. In accord with provisions of the Illinois Educational Labor Relations Act, the Union will submit its proposals accompanied by financial implications not later than May 1 of the final year of the contract. The Board will do likewise by June 1, and direct bargaining shall begin no later than July 1. Timely reports on the status of negotiations shall be made as described by the IELRB.

Impasse - If agreement is not reached on all issues by fifteen (15) days before the expiration of the contract, either party may (but shall not be required to do so) declare that an impasse exists and request the Federal Mediation and Conciliation Service to provide a mediator to assist them. This shall be reported to the IELRB. The mediator shall take such steps as she may deem appropriate, in accordance with the rules and regulations of FMCS, to persuade the parties to resolve their differences and affect a mutually acceptable contract.

ARTICLE 4 - EMPLOYEE AND UNION RIGHTS

4.1 Dues Deductions

The Board shall deduct from the pay of each full time employee, one-half on the 12th and one-half on the 26th of each month, all current membership dues of the union, provided that at the time of such deduction there is in the possession of the Board an authorization form for such deduction executed by the employee (Appendix B). Initiation fee to be payroll deducted over a period of three (3) months until the fee is paid in full.

4.2 Fair Share Agreement

Each bargaining unit member, as a condition of her employment, on successful completion of the probationary period described in this Agreement, shall join the Union or pay a fair share fee to the Union as determined by Laborers' Local 773. The fair share fee/dues may include any local, state, or national dues. In the event that the bargaining unit member does not pay her fair share fee directly to the Union, the Board shall deduct the fair share fee from the wages of the nonmember. Should any legal action be brought against the school district as a result of the implementation of this section of the contract, the Union shall indemnify and hold harmless the school district. The full cost of legal defense and/or any judgments, penalties, or awards shall be the sole responsibility of the Union. The Board of Education will cooperate fully with the Union in its defense.

ARTICLE 5 - WORKING CONDITIONS

5.1 Workweek

The workweek for employees shall consist of no more than six (6) hours per day or thirty (30) hours per week. (Hours worked in excess of six (6) per day or thirty (30) hours per week, which require prior authorization and approval by the immediate supervisor and Superintendent, shall be paid based on the employee's regular daily rate of pay, broken down hourly.) In the event school is canceled the employee will not report to work and will not be compensated. If the shift hours increase for the dietary department, current bargaining unit employees shall be allowed first opportunity to bid on those hours by seniority.

5.2 Assigned Work Shifts

Regular work shifts for all positions will be established by the Supervisor. These shifts shall be subject to change to meet the needs of the School District. The workweek for employees will be Monday through Friday, unless school is dismissed for Legal School Holidays, Teacher Institutes, Parent Institutes, student non-attendance days, and/or inclement weather. The dietary employees would not be required to work on said days, nor would they be compensated for the non work day. This schedule shall remain consistent for each designated school year (177 days, paid in eighteen (18) pays). An exception would be if the school increases the number of days in a school year. All work in excess of forty (40) hours during the prescribed workweek shall be approved by the Supervisor and/or Building Principal and paid at an overtime rate of time and one half. Full time employees shall be granted a thirty (30) minute paid food break scheduled by the supervisor.

5.3 Wage Rate and Pay Periods

It is understood and agreed that the wage scales shall be as listed in Appendix A. Full time employees shall be paid twice monthly on the 12th and 26th. Upon the signing of this Agreement employees shall have the option to have their pay prorated throughout the School year in order to receive pay for twelve (12) months. It is understood and agreed that employees are paid for all hours worked for Herrin Unit School District No. 4, not to exceed forty (40) hours weekly unless requested by the immediate supervisor and agreed to by the building principal.

5.4 Probationary Period

All new employees shall be required to serve a probationary period of two (2) calendar months. During this probationary period employees may be dismissed. There need be no reason given for the dismissal of a probationary employee.

5.5 Job Bidding

The Superintendent shall have posted in all school buildings and shall send to the Union a notice of all employee vacancies as they occur. The dietary vacancy shall be accompanied by a job description and a statement of minimum qualifications and salary ranges. No vacancy, except in case of emergency, should be filled until such vacancy shall have been posted for at least fifteen

(15) calendar days. Emergency appointments shall not extend beyond the school year in which they are made. During the summer vacation, vacancy notices shall be mailed to the Union President for distribution. Vacancies shall be filled on the basis of seniority, experience, competency, and qualification of the applicant. Employees will be allowed five (5) working days in which to bid on each vacancy as they occur. Such application shall be in writing to the Superintendent and the building principal where the vacancy exists. Such positions shall be open to application by employees, but assignment shall be at the discretion of the Superintendent. If the transfer request is denied, reasons for the denial will be provided in writing if requested by the employee.

5.6 Reassignments

The Superintendent, at any time, may invoke an involuntary transfer to fill a vacancy if deemed necessary.

5.7 Trial Period on Reassignments

A thirty (30) day trial period shall also apply to new assignments which are the result of transfers or job bidding. At anytime before the completion of this thirty (30) day trial period, the Superintendent may transfer the employee back to the employee's previous assignment. The thirty (30) day trial period does not affect employee dismissal.

5.8 License/Certification

All cooks are required by law to be licensed or certified for dietary services. The renewal of license/certificates shall be kept up to date at the cost of the employer.

5.9 Labor Management Meetings

The Superintendent or his designee will conduct Labor Management meetings twice each semester with the employees covered by this agreement.

ARTICLE 6 - EVALUATION AND REDUCTION OF EMPLOYEES

6.1 Supervision and Evaluation

Each employee shall be directed and supervised by the Manager/Dietary Supervisor. The Manager/Dietary Supervisor shall be responsible for the assignment of work, scheduling overtime, and the general direction of the employee. The Manager/Dietary Supervisor shall direct the daily work, assess the quality of work, and shall alter daily routines as may be required by the needs of the school. The Manager/Dietary Supervisor shall discuss any dissatisfaction with the quality or quantity of the work with the employee, at this time the employee will be offered union representation and if adequate corrections are not made, then a report to the Principal will be made and the employee, Union Steward or Union Representative, shall participate in all discussions or meetings.

A written evaluation report shall be prepared by the Manager/Dietary Supervisor on all probationary employees. The report will be due before two months of hire. If the employee's

work is acceptable, continuing employment shall follow.

6.2 Termination of Employees

An employee may be terminated A) as a probationary employee, or a bargaining unit employee after progressive discipline has been followed, with just cause, or B) upon written notice of resignation or retirement by the employee to the Board not less than ten (10) days prior to the intended date of termination.

6.3 Reduction in Force

In the event of a reduction in the work force all temporary and probationary employees shall be laid off first. Should further reduction be necessary, the part-time employees with the least amount of seniority shall be laid off before the least senior full-time employees. The Manager/Dietary Supervisor shall then meet with the Union Steward and Union Business Manager to determine reassignment of affected employees to the remaining jobs. In reaching this decision, they shall consider the need of the District to maintain a stable and well-trained work force, as well as the seniority and qualifications of the employee.

6.4 Reduction in Force (Recall)

In the event that there is a recall, the School District shall recall those employees laid off in reverse order. (Last laid off first recalled.) Upon receiving Notice of Recall, the employee shall have 72 hours to accept the recall to work. Failure to do so shall forfeit all rights of recall and the position shall be offered to the next most senior laid-off employee.

6.5 Discharge of Employees

Employees who have served their probationary period shall be discharged only for just cause. Good and sufficient reasons shall include, but not be limited to, dishonesty, continued lateness, absenteeism, insubordination, violation of rules, incompetence, non-corrective response to evaluation reports, neglect of duty, fighting, or intoxication. Nothing in this Agreement shall limit the School District's right to determine the size of staff required to perform needed services as long as just determination does not affect the wages, hours of work, or working conditions of the bargaining unit.

ARTICLE 7 - GRIEVANCE PROCEDURE

7.1 Grievance Procedure

A "grievance" is a dispute as to the interpretation, application, performance, or violation of this Agreement by the School District. All time limits listed below are considered as weekdays, excluding Saturdays, Sundays, and holidays. Failure on the part of the employee or the Union to comply with the procedure described herein shall serve to terminate the grievance.

A grievance shall be handled pursuant to the following procedures:

A. The aggrieved employee may take it up orally with her Principal/Supervisor within five (5) working days after it arises. The Steward may be present at all steps of the grievance procedure. The Principal/Supervisor shall announce her decision within two (2) days after the conclusion of her meeting pursuant to this step.

If the grievance is not settled at step (A) it shall be reduced to writing, citing the part of this Agreement which is alleged to have been violated and stating all corrective action requested, signed by the employee, and taken up by the Steward and the Business Representative of the Union with the Superintendent of Herrin Community Unit School District No. 4 or her designated representative who shall announce in writing her decision within ten (10) days after the matter has been presented to her. This decision shall be delivered to the employee and to the Union.

If the grievant is not satisfied with the disposition of the grievance at step (B) above or the time limits expire without the issuance of the Superintendent's response, the grievant may submit the grievance to mediation or binding arbitration under the Voluntary Labor Arbitration Rules. By mutual agreement by the grievant and the Superintendent, arbitration may be administered by the Illinois Educational Labor Relations Board and the arbitrator shall be selected from the roster of the IELRB.

Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

The arbitrator shall have no power to alter the language or modify the terms of this Agreement. The arbitrator is limited to the interpretation of this Agreement.

The decision of the arbitrator shall be final and binding.

It is expressly agreed that the following matters shall not be the basis of any grievance filed under the procedure outlined in the Article:

The termination of services of any probationary dietitian.

The arbitrator shall have no power to add to, subtract from, disregard, alter, or modify any of the terms of this Agreement.

7.2 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

7.3 Cost of Arbitration

Each party shall bear the full costs for its representation in the arbitration. The costs of the Arbitrator shall be divided equally between the parties.

7.4 Stewards

The Business Manager of the Local Union may appoint four (4) members to act as Co-Stewards.

The Steward(s) shall be subject to the same terms and conditions of employment as any other employee, but will not be discriminated against because of her Union activities as Steward(s). The Steward(s) may assist an employee in preparing a grievance to the employee's Principal/Supervisor. Where the Steward(s) do(es) assist in the presentation of any grievance, such presentation will be after working hours, except where the Superintendent authorizes otherwise and if it shall be during working hours, the Steward(s) shall not suffer a loss of pay.

ARTICLE 8 - EMPLOYEE BENEFITS

8.1 Sick Leave

All employees covered by this Agreement shall be credited with fifteen (15) days of sick leave for each year worked under this Agreement. Sick leave may be pro-rated the first year according to the date of hire. Sick leave can be accumulated and can be used as service time with IMRF at retirement, up to a maximum of 240 days. All unused sick leave accumulated prior to this Agreement shall be carried forward and credited to the employee. Employees injured on the job and receiving Workers' Compensation shall be paid only that part of their sick leave necessary to guarantee no loss of pay. Sick leave shall be interpreted to mean personal illness or illness in the immediate family or household. The immediate family for purposes of this article shall include; parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Each employee shall receive an annual accounting of her total unused sick leave no later than the first pay period in any school year.

Sick Hours Donation – In the event a bargaining unit employee has a serious illness or injury in which his sick time has been exhausted, other members of the bargaining unit may donate their sick days to that member.

This donation will be processed through payroll with a documented slip from the working member. The working member may donate time in increments of days only. Once the request has been received by payroll, the time donated will be reduced from the working member's sick time on the next payroll period. This is a voluntary situation. No bargaining unit member shall be mandated to donate hours.

Two (2) dietary members will be represented on the School's Sick Bank Committee.

8.2 Personal Leave

The Board shall grant three (3) full days personal leave or six (6) half days, or a combination thereof, at full pay to employees covered by this Agreement. It is the intended purpose of personal leave to provide time for employees to be able to take care of family or personal business which cannot be accomplished during non-working days or hours. It cannot be used for anything covered under the sick leave policy unless all accumulated sick leave of the employee

has been used up. Any unused personal leave days, or parts thereof, shall accumulate as sick leave. Written requests shall be made to the Principal/Supervisor, approved by the Superintendent, and must comply with the following guidelines:

No employee shall be permitted to use her personal leave days during the first week of the school year or the last two (2) weeks of the school year; the day before or after Thanksgiving, Christmas, or spring vacations.

The Principal/Supervisor shall be notified at least two (2) days prior to the day(s) off.

Any exceptions to the above shall be at the discretion of the immediate supervisor.

8.3 Bereavement Leave

Reasonable time at full pay (not to exceed three (3) days per contract year unless by special arrangement with the Principal/Supervisor) shall be granted for bereavement leave. Such leave shall cover: parents, spouse, brothers, sisters, children, grandchildren, grandparents, guardians of the employee's spouse, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, step-children, step-grandchildren, step-father, step-mother, nieces, nephews, uncles, aunts and cousins of the first degree. One day of bereavement leave at the option of the employee may be used in the event of the death of a personal friend.

8.4 Health Insurance

The Board shall pay all or part of the employee's health insurance Major medical, accidental death and dismemberment, and term life insurance premium to the extent listed below. The remainder of the premium shall be paid by payroll deduction.

Single Insurance	-	60% of total premium
Employee + 1	-	50% of total premium
Employee + Children	-	50% of total premium
Family	-	50% of total premium

8.5 Credit Union

Deductions to be sent to the Southern Illinois Schools Credit Union shall be granted upon written authorization by the employee. The authorization form shall contain the amount to be deducted each pay period, the beginning date for the deductions to be made, and the signature of the employee authorizing such deduction. (Option only if 60% or more of the union membership participates).

8.6 Jury Duty

The Board shall pay the regular salary to employees called to jury duty provided that the per diem is turned in to the District Office. Employees subpoenaed shall submit it to the District Office for verification.

8.7 IMRF PENSION

In addition to the employee's hourly rate of pay, Herrin Community Unit School District No. 4 and the Board of Education agree to make the 4.5% IMRF contributions on behalf of the employees under this contract.

The amount of IMRF contribution made by the School District is currently 4.5% of gross earnings. Should the percentage change during the term of this contract, the School District agrees to adjust the contributions accordingly.

8.8 LABORERS' INDUSTRIAL PENSION PLAN

The Employer agrees to contribute to the Laborers' National (Industrial) Pension Fund (the "Pension Fund") for all employees covered by this Agreement in accordance with this Article.

Beginning on September 1, 2010 and for the term of this Agreement, the Employer shall contribute to the Pension Fund at the rate of thirty cents (\$0.30) for each and every hour or portion of an hour for which an employee covered by this Agreement is paid by the Employer (including hours or portions of hours of paid holidays, vacation, sick leave, personal leave, other paid leave and overtime). The parties agree that these pension contributions that would otherwise be paid in salary or wages instead will be contributed by the Employer (pre-tax) to the Pension Fund. The contributions are to be considered Employer contributions for purposes of the tax laws and they are not taxable income to the employees, rather taxation is deferred until benefits are paid.

Contributions shall be due and paid on a monthly basis. Specifically, contributions earned during a calendar month shall be due and paid by the twentieth (20th) day of the immediately following calendar month.

Unless otherwise agreed by the Pension Fund, contributions shall be paid by check made payable

8.9 LONGEVITY AND RETIREMENT INCENTIVE

All employees covered by the terms of this agreement shall receive stipends based on their completed years of service, using a 12 month calendar instead of a school calendar. The stipend shall be paid every fifth year beginning with the completion of the fifth year of service in the amount of one hundred (\$100) dollars for each year of service, up to and including 25 years.

Beginning May 26, 2011 payroll, every employee who has at least five years of completed service, based on their hire date, will receive a stipend of \$500.00. The May 26th payroll date will then be the established date of the stipend disbursement from that point forward. When an employee reaches a particular tier of completed years of service as listed above, that employee will receive the corresponding stipend amount. These stipends are a onetime only disbursement, payable as the employee reaches the above set tiers.

RETIREMENT INCENTIVE:

A stipend will be paid to full time cooks upon retirement as follows:

School Year 2015-2016: Four Thousand (\$4,000) dollars.

School Year 2016-2017: Four Thousand Five Hundred (\$4,500) dollars.

School Year 2017-2018: Five Thousand (\$5,000) dollars.

ARTICLE 9 - EFFECT ON CONTRACT

9.1 Savings

If any provision of this Agreement is declared by proper legislative, administrative, or judicial authority to be unlawful, unenforceable, or not in accordance with applicable rules of law, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

9.2 Strikes or Picketing

The employees agree not to engage in any strike, slowdown, work stoppage, or other concerted refusal to render full and complete services to the School District. It is further agreed that after the termination date of this Agreement, and in accordance with the rules and regulations of the Illinois Educational Labor Relations Board, employees will not engage in any strike, slowdown, or work stoppage, or picketing, or related type activity for ninety (90) days after the termination date of this Agreement so long as the School District and the Union continue bargaining in good faith for an agreement between the parties to replace the agreement in question or parts thereof as may be negotiated.

9.3 Terms of Contract

All contractual language shall be effective September 1, 2010 and shall continue in effect through August 31, 2018.

ARTICLE 10 - ACCEPTANCE OF AGREEMENT

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement this 1st day of September, 2015. It shall continue to be in force until its expiration date of August 31, 2018.

FOR THE EMPLOYER:

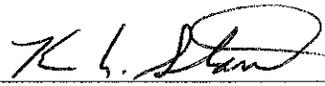
FOR THE UNION:

HERRIN COMMUNITY UNIT
SCHOOL DISTRICT NO. 4

LABORERS' LOCAL 773



Superintendent



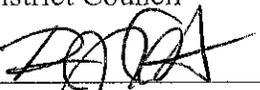
Kevin Starr, Business Manager

DATE: 9/14/15

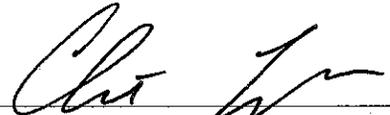
DATE: 9-14-15

District Council

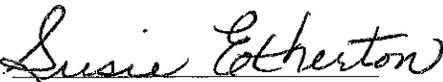
Southern & Central Illinois Laborers'



Board President



Clint Taylor,
Business Manager Local 773



Board Secretary

DATE: 9-14-15

APPENDIX A

WAGES:

The full time cooks will be paid as follows: (NOTE- WAGE SCHEDULE TO BE INCLUDED BY THE DISTRICT)

School Year 2015-2016: A WAGE FREEZE.

School Year 2016-2017: A THIRTY CENTS (30¢) PER HOUR INCREASE.

School Year 2017-2018: A FIFTY CENTS (50¢) PER HOUR INCREASE.

If there should be a reduction in the work force then the pay increases will fluctuate accordingly. Wage increases will maintain parity with all other agreements negotiated by the School District. In the event new moneys are provided by the State, the Union may open the agreement to negotiate wages.

Appendix "B"
LABORERS' LOCAL 773
5102 Laborers' Way
MARION, IL. 62959

AFFILIATED WITH
THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

DUES CHECK-OFF AUTHORIZATION AND ASSIGNMENT

Herrin Community Unit School District No. 4 (Cooks)

I, _____, (print name), do hereby assign to Local Union No. 773, Laborers' International Union of North America, such amounts from my wages as shall be required to pay an amount equivalent to the initiation fees, readmission fees, membership dues, and assessments of the local Union as may be established for its members from time to time. My Employer, including my present Employer and any future Employer, is hereby authorized to deduct amounts from my wages and pay the same to Local Union and/or its authorized representative, in accordance with the collective bargaining agreement in existence between the Union and my Employer.

This authorization shall become operative upon the effective date of each collective bargaining agreement entered into between my Employer and the Union.

This authorization shall be irrevocable for a period of one year, or until termination of the collective bargaining agreement in existence between my Employer and the Union, which ever occurs sooner; and I agree and direct that this authorization shall be automatically renewed and shall irrevocable for successive periods of one year each, or for the period of any subsequent agreement between my Employer and the Union, whichever is shorter, unless written notice is given by me to my Employer and the Local Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one(1) year, or of each applicable collective bargaining agreement between my Employer and the Union, whichever occurs sooner. Furthermore, this check off authorization shall continue in accordance with the above renewal and revocation provisions irrespective of my membership in the Union.

Union Dues and fees are not tax deductible as charitable contributions for federal income tax purposes. Local dues may qualify as business expenses, however, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.

This assignment has been executed this _____ day of _____, 20_____.

Phone	Employee Signature	
Date of Birth	Social Security Number	
Street Address		
City	State	Zip Code
Initiation Fee	Date Employed	Dues