

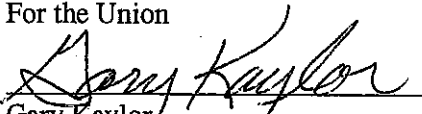
LETTER OF AGREEMENT
Between
THE HARPER CREEK BOARD OF EDUCATION
And
International Union of Operating Engineers
Local 324 – A, B, C, D, G, H, P, RA, S – AFL-CIO
Transportation

Both parties agree to the following change to Article 11.2 in the 2014-2017 Collective Bargaining Agreement which expires June 30, 2017.


(11.2) Seniority shall be defined as length of service included in this bargaining unit. Accumulation of seniority shall begin on the employee's first (1st) working day, as described in Section (12.11.1) above. In the event two (2) or more employees begin work on the same day, ~~the date the new employee's completed paperwork is returned to Human Resources shall determine position on the seniority list. In the case of paperwork being returned on the same date, position on the list shall be determined by lot.~~ **a driver(s) hired with all credentials (current CDL, appropriate endorsements, etc.) will obtain the first seniority date. If two (2) or more employees are hired with all credentials, seniority shall be determined by lot. Thereafter, seniority shall be in order of when the road test was passed. If two (2) or more employees pass the road test on the same date, seniority is determined by lot.**

This agreement is retroactive to August 1, 2016.

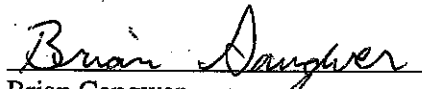
For the Union


Gary Kaylor
I.U.O.E. Transportation Steward

9-30-2016
Date

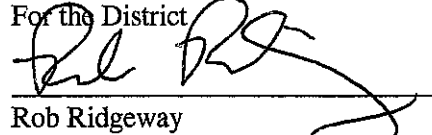

Pamela McMillon
I.U.O.E. Transportation Steward

9-30-16
Date

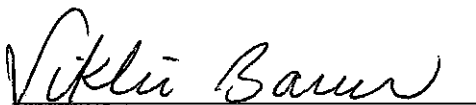

Brian Gangwer
I.U.O.E. Local 324
Business Representative

09-30-16
Date

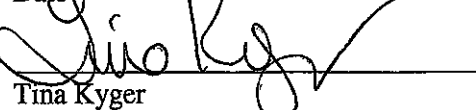
For the District


Rob Ridgeway
Superintendent

10-10-16
Date


Vikki Bauer
Board of Education President

10-10-16
Date


Tina Kyger
Board of Education Secretary

10-10-16
Date

LETTER OF AGREEMENT
Between
THE HARPER CREEK BOARD OF EDUCATION
And
International Union of Operating Engineers
Local 324 - A, B, C, D, G, H, P, RA, S - AFL-CIO
Transportation

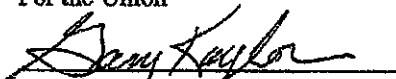
Both parties agree to the following addition to the Collective Bargaining Agreement which expires June 30, 2017.

Bus Drivers awarded a bus route with 20+ days for the summer of 2016 will earn one (1) personal day to be used during the summer of 2016. This personal day must be preapproved prior to using. If requested during the month of July, it must be preapproved through the Superintendent's Office.

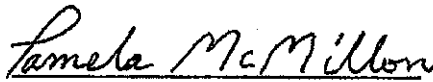
This personal day cannot be carried over nor submitted for a cash reimbursement.

This Letter of Agreement will establish no precedent for either party.

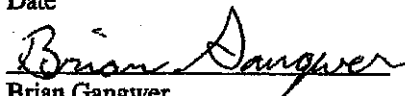
For the Union


Gary Kaylor
I.U.O.E. Transportation Steward

6-22-2016
Date



Pamela McMillon
I.U.O.E. Transportation Steward

6-23-2016
Date

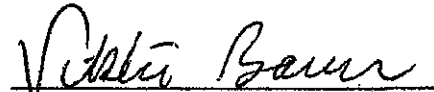

Brian Gangwer
I.U.O.E. Local 324
Business Representative

06-30-16
Date

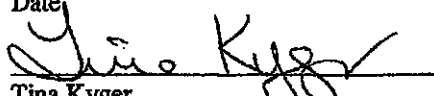
For the District


Rob Ridgeway
Superintendent

6-27-2016
Date


Vikki Bauer
Board of Education President

6-27-16
Date


Tina Kyger
Board of Education Secretary

June 27, 2016
Date

LETTER OF AGREEMENT
Between
THE HARPER CREEK BOARD OF EDUCATION
And
International Union of Operating Engineers
Local 324 – A, B, C, D, G, H, P, RA ,S – AFL-CIO
Transportation

Both parties agree to the following clarification to the Collective Bargaining Agreement which expires June 30, 2017.

Both parties agree to the following clarification to the Collective Bargaining Agreement which expires June 30, 2017.

1. Part time drivers and Probationary drivers must be available by phone to fill vacancies on school days between 6:00 am and 9:00 am and between 1:45 pm and 4:45 pm.
2. A driver that declines a run or does not answer a call on two consecutive attempts to be called in shall forfeit their next turn in the field trip rotation.
3. A driver that does not answer a call directly will be skipped and the next driver will be called.
4. Part-Time and Probationary drivers will be allowed to give "unavailable dates" to management for consideration. These dates must be given at least one week in advance.

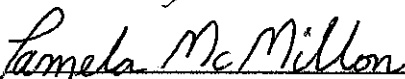
For the Union



Gary Kaylor
I.U.O.E. Transportation Steward

3-18-16

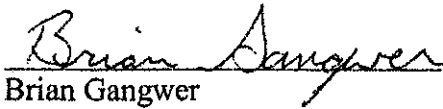
Date



Pamela McMillon
I.U.O.E. Transportation Steward

18 March 2016

Date

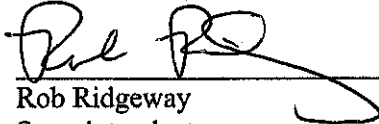


Brian Gangwer
I.U.O.E. Local 324
Business Representative

03-18-16

Date

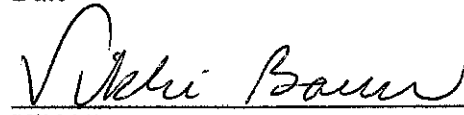
For the District



Rob Ridgeway
Superintendent

3-18-16

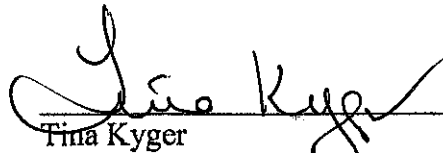
Date



Vikki Bauer
Board of Education President

3-18-16

Date



Tina Kyger
Board of Education Secretary

3-18-16

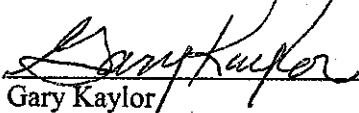
Date

LETTER OF AGREEMENT
Between
THE HARPER CREEK BOARD OF EDUCATION
And
International Union of Operating Engineers
Local 324 - A, B, C, D, G, H, P, RA, S - AFL-CIO
Transportation

Both parties agree to the following in order to best service Harper Creek Community School District.

Harper Creek Transportation Department will sub-contract with Complete Pressure Washing for the washing of the school buses for the remainder of the Collective Bargaining Agreement which expires June 30, 2017.

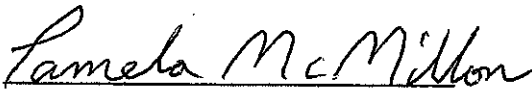
For the Union



Gary Kaylor
I.U.O.E. Transportation Steward

3-18-16

Date



Pamela McMillon
I.U.O.E. Transportation Steward

18 March 2016

Date




Brian Gangwer
I.U.O.E. Local 324
Business Representative

03-18-16

Date

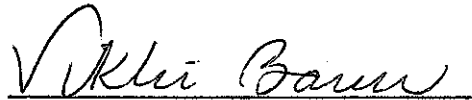
For the District



Rob Ridgeway
Superintendent

3-18-16

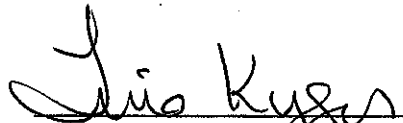
Date



Vikki Bauer
Board of Education President

3-18-16

Date



Tina Kyger
Board of Education Secretary

3-18-16

Date



OPERATING ENGINEERS 324
Douglas W. Stockwell - Business Manager

LETTER OF UNDERSTANDING
Harper Creek Community Schools
Transportation Bargaining Unit
May 21, 2015

During the preparation of the July 1, 2014 Collective Bargaining Agreement, the Article providing for Longevity payment was omitted in error.

The purpose of this letter is to correct the error.

Longevity

	<i>2014-2017</i>
4-9 Years	\$600.00
10-14 Years	\$775.00
15 Years and Over	\$950.00

IN WITNESS WHEREOF, the parties have cause this instrument to be executed.

FOR THE EMPLOYER:
Harper Creek Community Schools

Date: 5-27-15

FOR THE UNION:
IUOE Local 324

05 27 15

BG/bf:ufcw876

LETTER OF AGREEMENT
Between
THE HARPER CREEK BOARD OF EDUCATION
And
International Union of Operating Engineers
Local 547 - A, B, C, E, G, H - AFL-CIO
Transportation

Both parties agree to the following clarification to the Collective Bargaining Agreement which expires June 30, 2017.

Schedule A - Work Schedules

(10) The District further agrees to reimburse each employee for the cost of the following licenses, upon presentation of proof of payment by the driver.

- (a) Commercial driver's license;
- (b) Appropriate vehicle group designation;
- (c) Passenger vehicle endorsement

Any Driver who resigns from the District within one (1) year of their date of hire, shall have deducted from their final check a pro-rated share of the cost of all costs associated with obtaining a CDL license (Beginning School Bus Driver School, MDOT Physical, Commercial Driver License, Skills Driving Test), based upon the number of years remaining on the CDL license. This provision shall not be applicable if the driver is laid off or retires.

This Letter of Agreement will establish no precedent for either party.

For the Union

Elizabeth Kregling
Elizabeth Kregling
I.U.O.E. Transportation Steward

1-5-15
Date

Pamela McMillon
Pamela McMillon
I.U.O.E. Transportation Steward

5 Jan. 2015
Date

1-5-15
Linda Lowe
I.U.O.E. Local 324
Business Representative

For the District

Wendy Van Geison
Wendy Van Geison,
Interim Superintendent

1-8-15
Date

Victorin Jo Bauer
Board of Education President

1-12-15
Date

Gary J. Lincoln
Board of Education Secretary

1/12/15