

COLLECTIVE BARGAINING AGREEMENT

between

BOARD OF EDUCATION
OF THE
WISCONSIN RAPIDS PUBLIC SCHOOLS

and

WISCONSIN RAPIDS CITY EMPLOYEES LOCAL 1075
AMERICAN FEDERATION

of

STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO

SCHOOL FOOD SERVICE EMPLOYEES

July 1, 2007 – June 30, 2009

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COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT, made and entered into by and between the Board of Education of the Wisconsin Rapids Public Schools, hereinafter called "Board" and Wisconsin Rapids City Employees Local 1075, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter called "Union":

ARTICLE I

RECOGNITION

Section 101 - Recognition of Bargaining Agent and Union Description

The Board recognizes the Union as the exclusive bargaining representative for all regular full-time and all regular part-time head cooks, second cooks, service cooks and helpers in the School Lunch Program of the Wisconsin Rapids Public Schools, excluding supervisors and all other employees.

ARTICLE II

UNION MEMBERSHIP AND MODIFIED FAIR SHARE AGREEMENT

Section 201 - Union Membership

It is understood that employees have the right to join or refrain from joining the Union.

Section 202 - Modified Fair Share Agreement

202.1 -- The Board agrees that it will deduct from the monthly earnings of employees in the collective bargaining unit as listed below, the amount of dues certified by the Union as the current dues uniformly required of all members and pay said amount to the treasurer of the Union on or before the end of the month for which such deduction was made.

202.2 -- This clause shall apply to all those employees who are dues paying members on the effective date of this agreement and all employees who join the Union during the term of this agreement and all newly hired employees hired during the term of this agreement. As to newly hired employees, such deduction of dues shall begin with the employee's paychecks immediately following completion of the probationary period.

202.3 -- Changes in the amount of dues to be deducted shall be certified by the Union thirty (30) days before the effective date of the change.

202.4 -- The Board will provide the Union with a list of employees from whom such deductions are made with each monthly remittance to the Union.

202.5 -- One-half (1/2) of the monthly dues shall be deducted from the net wages on the 1st and 2nd paychecks of each month. There shall not be a deduction from the 3rd pay day, if applicable, in a given month.

202.6 -- If no wages are paid to an authorizing employee on any payday, or if net wages are insufficient to cover the amount of the dues to be deducted, the dues for that half-month will be deducted from any net wages due on the next payday, together with the dues which would regularly be deducted.

202.7 --The Union, as the exclusive representative of all employees in the bargaining unit, will represent all such employees, union and non-union, fairly and equally, and employees in the unit will be required to pay, as provided in this article, their fair share of the costs of representation by the Union. No employee shall be required to join the Union, but membership in the Union shall be made available to all employees who apply consistent with the Union constitution and by-laws. No employee shall be denied membership because of race, creed, color or sex.

202.8 -- If, for any reason, the modified fair share agreement shall become null and void, the employer agrees to continue to deduct the monthly dues from the paychecks of all who authorize such deductions on an individual authorization form. The total amount of all dues deducted shall be paid to the treasurer of the Union on or before the end of the month in which said deduction was made.

202.9 -- The Union shall indemnify and save the Board harmless against any and all claims, demands, suits, orders, judgements, or other forms of liability that arise out of, or reason of, action taken by the Board under this Article.

ARTICLE III

SENIORITY

Section 301 - New Employees

For the purpose of this Agreement, a "new employee" shall be a employee who has had no previous employment within the classification of employees covered by this Agreement or a employee rehired after having previously lost his/her seniority under Section 304.

Section 302 - Probationary Period

302.1 -- All new employees shall serve a probationary period of sixty (60) working days. Probationary employees may apply as an outside applicant for posted positions, but are not entitled to such positions through the posting process.

302.2 -- Probationary employees may be laid off or discharged by the Board without recourse. Employees retained at the end of the probationary period shall become regular employees with seniority dating from the date of hire.

Section 303 - Establishing Seniority

303.1 -- Seniority for each employee shall be determined by continuous length of service with the local system beginning on the last date of hire. The lottery or coin toss will be used to break ties in seniority. Employees shall not accrue seniority while on leaves of absence without pay in excess of thirty (30) days.

303.2 -- The above rules on establishing seniority shall not apply to temporary employees (employees hired for a specific project or for a definite length of time); however, in the event a temporary employee becomes a regular full-time employee, notice of the employee's change in status shall be given to the Union and the employee's seniority shall begin on the initial day of the full-time status.

Section 304 - Termination of Seniority

304.1 -- The Union and the Board agree that the seniority of any employee who voluntarily quits shall be terminated.

304.2 -- Any employee having been properly dismissed shall have his/her seniority terminated.

304.3 -- Any employee on layoff who does not return to or report for work within ten (10) days after notice of recall is sent as specified in Section 402.2 with a copy to the Union, shall be deemed to have voluntarily quit and shall have his/her seniority terminated.

ARTICLE IV

LAYOFFS AND RECALLS

Section 401 - Layoffs

401.1 -- Layoffs are to be made on the basis of seniority, provided that the employees retained are fully capable of performing the available work.

401.2 -- Notice of layoff shall be given in writing by certified mail, return receipt requested, sent to the employee's last address showing on the Board's records. In case of layoff, the Board shall, whenever possible, notify the Union in advance.

401.3 -- When bargaining unit employees are on layoff, the Board shall not hire new full-time employees (working four (4) or more hours per day) to perform the duties of bargaining unit members. In the event employees are needed, bargaining unit employees shall be recalled in compliance with this Article.

Section 402 - Recall

402.1 -- In recalling laid off employees, the employee with the greatest length of service shall be called back first, provided he/she is qualified to perform the available work. Any exceptions to this provision shall be by mutual agreement between the Board and the Union.

402.2 -- Employees to be recalled after a layoff shall be notified by a notice in writing, by certified mail, return receipt requested, sent to the employee's last address shown on the Board's records. The employee must actually return to work in ten (10) days after receipt of notice unless otherwise mutually agreed, or his/her seniority shall be terminated and he/she shall be considered to have voluntarily quit in accordance with Section 304.

402.3 -- Employees on layoff shall retain their right to be recalled for a period of two (2) years from the date of layoff, unless they have previously refused a recall. Therefore, the Board shall be under no obligation to recall any employees who have been laid off for a period in excess of two (2) years.

402.4 -- All employees laid off at the close of the school year shall be given notice of recall for the following school term no later than July 1 of each year. Such employee shall respond to the notice on or before August 1, of each year, as to whether or not the employee will return at the beginning of the next school term. Any employee not making his/her intention known by August 1 shall be deemed to have quit.

ARTICLE V

RULES, DISCIPLINE AND DISCHARGE

Section 501 - Enforcement of Work Rules

501.1 -- The Board may adopt work rules not in conflict with this Agreement.

501.2 -- No employee who has completed the probationary period shall be discharged or suspended unless he/she has been given at least two (2) written warnings ("original warning" and "final warning") with a copy to the Union steward, except that no warning notice shall be required for discharge or suspensions due to any of the following causes:

- a) Horseplay resulting in an injury.
- b) Smoking in restricted "no smoking" areas.
- c) Intoxication on duty.
- d) Refusal to obey orders of the employee's supervisor while on duty.
- e) Deliberate destruction of school or personal property of others.
- f) Unauthorized removal or stealing of any property from school premises.
- g) Deliberately falsifying the employee's or another employee's time card in any way.
- h) Other good cause.

501.3 -- "Original warning" notices shall not be effective for more than twenty (20) days from the date of the notice and "final warning" notices shall not be effective for more than ten (10) days from the date of notice. If an employee claims that any warning is unjust, he/she may file a grievance in accordance with the procedure set forth in ARTICLE XIV. If the employee corrects his/her faults, the warning notice will be formally withdrawn with a copy of the withdrawal to the steward.

501.4 -- If a discharged or suspended employee claims injustice, the grievance shall be presented within seventy-two (72) hours after discharge or suspension, excluding Saturday, Sunday and

holiday hours. All grievances alleging unjust discharge or suspension shall be subject to the regular grievance procedure provided herein.

501.5 -- An employee shall be provided a copy of all materials and documents placed in his/her personnel file and department file at the time of such placement. The Union shall be provided a copy of all warning notices when issued.

ARTICLE VI

PROMOTIONS, DEMOTIONS AND TRANSFERS

Section 601 - Posting

When new jobs are created or vacancies occur and transfers or promotions become necessary, such jobs shall be posted for at least five (5) working days at each school. Vacancies shall be posted for thirty (30) calendar days during the summer. Vacancies that are to be filled shall be posted no later than thirty (30) working days after the vacancy occurred. Employees desiring these jobs shall sign such posted notice and shall thereby be deemed to have made application for the jobs. Successful applicants will be notified of their selection and placed in the new job within twenty (20) working days of the expiration of the posting period. Nothing herein shall prevent the Board from temporarily filling any job during the posting and decision period provided for herein. The Union shall be notified of the names of employees who sign a position posting and the name of the successful applicant.

Section 602 -- Filling Vacancies and Promotions

602.1 -- In filling vacancies or promoting employees to jobs within the unit, seniority, together with ability and qualifications shall govern. The Board reserves the right to establish the minimum qualifications for any unit job. Should there be a dispute as to whether or not any employee meets the qualifications, said dispute shall be subject to the grievance procedure provided herein. The promotions or transfers in question shall not become final until any such dispute is resolved.

602.2 -- When an employee leaves a job in order to demonstrate his/her fitness for the job to which he/she was transferred or promoted, the job thus left open, if any, may be filled by the Board, at its option, without regard to seniority during the period of training hereinafter provided. In the event the trainee demonstrates his/her qualifications and ability to handle the new job duties completely within the training period and desires the job, he/she shall be deemed to be transferred to the new job and shall be placed on the salary schedule with credit for all previous years of experience, and thereupon his/her former job, if any, shall be filled in accordance with the provisions of this ARTICLE.

602.3 -- An employee within the bargaining unit, who has the qualifications and has the greatest seniority, will be awarded the position if it is a lateral move in the same classification or a move to a lower wage position in a different classification than the said senior employee's current position. If the position represents a move for an applicant to a higher wage position, the applicant with the greatest seniority shall be awarded said position where the ability and qualification of two (2) or more applicants are relatively equal.

Section 603 - Training Period

Any employee who is transferred or promoted shall be given a qualification and training period of thirty (30) working days to determine whether or not the employee meets the requirements. The qualifications and training period may be extended by mutual agreement. If the employee fails to qualify or does not wish to continue in the job, or if the job is discontinued during the training period, the employee shall be returned to the former job with no loss of seniority and the job shall be reposted.

Section 604 -- Promotions Outside of Unit

Any employee promoted to a supervisory or other position outside of the bargaining unit who returns to the bargaining unit within one (1) year from the date of said promotion, shall lose no seniority by reason of the promotion, and his/her seniority shall be the same as it would have been had the promotion not occurred.

ARTICLE VII

HOLIDAYS

Section 701 - Recognition of Holidays

701.1 -- Employees shall be given time off (except for necessary work) and shall be paid in accordance with the schedule in 701.2 for the following holidays:

- a) Memorial Day
- b) Labor Day
- c) Thanksgiving Day
- d) Floating Holiday*
- e) Good Friday
- f) Christmas
- g) New Year's Day

*The time off for the floating holiday shall be as mutually agreed upon between the supervisor and employee.

701.2 -- Each employee's holiday pay shall be based upon the employee's average number of hours worked per day.

701.3 -- In order to be entitled to holiday pay, the employee must work on the scheduled work day preceding and the scheduled work day following the particular holiday unless the employee is on paid medical or paid special leave. The only other exception to this paragraph is for school year employees entitled to the Labor Day holiday due to the Wisconsin Legislature causing school to start after September 1.

ARTICLE VIII

SICK LEAVE

Section 801 - Accumulation of Sick Leave

801.1 -- Each regular full-time employee and regular part-time employee (working four (4) or more hours per day) shall accumulate ten (10) days sick leave for each year of service in the Wisconsin Rapids Public Schools, its predecessors and successors. Sick days may be used for children, parents or spouse.

801.2 -- Each regular full-time employee and regular part-time employee (working four (4) or more hours per day) may accumulate no more than one hundred fifty (150) days or 1,200 hours of unused sick leave.

801.3 -- Each regular daily part-time employee shall accumulate five (5) days of sick leave for each year of service with a maximum accumulation of sixty (60) days or 480 hours.

Section 802 - Sick Leave Benefits

802.1 -- All regular full-time employees and regular part-time employees (working four (4) or more hours per day) shall be paid sick leave benefits for regularly scheduled working time lost by reason of illness or injury (as hereinafter defined) and medical appointments of the employee, or dependents up to the total time accumulated by the employee.

802.2 -- In the event an employee sustains an injury while working, the employee will be paid full wages by the District for the duration of the shift. In the event an injury is not of a long enough duration for the employee to qualify for worker's compensation payments, the employee shall be allowed to use sick leave for the first three (3) days of absence provided said illness or injury is certified by a medical doctor (excluding chiropractors or dentists) before the end of the three day period.

802.3 -- All sick leave benefits shall cease or be forfeited upon termination of employment, except that if an employee retires between the ages of fifty-seven (57) and sixty-five (65), and after fifteen (15) years of service to the school district, unused accumulated sick leave shall be converted to a dollar amount equal to one hundred percent (100%) of the employee's daily rate of pay at the time of retirement multiplied by the number of unused accumulated sick leave days. Such monies shall be applied to the health insurance program monthly premium until the monies are exhausted.

802.4 -- The Board may require any employee claiming sick leave for serious or extended illness or injury to produce medical evidence of his/her illness or injury, or of his/her ability to return to work. In the event the Board has reason to believe that an employee is abusing sick leave, or may not be physically or mentally fit to return to work, the Board may require the employee to furnish a medical certificate or other appropriate verification for absence at the Board's expense.

ARTICLE IX

LEAVES OF ABSENCE

Section 901 - Ordinary Leaves of Absence

901.1 -- Any employee desiring a leave of absence without pay shall secure written permission from the Board.

901.2 -- A leave of absence without pay of not more than three (3) days may be granted by the supervisor or Superintendent of Schools under special or emergency circumstances.

Section 902 - Paid Leaves of Absence

A leave of absence with pay shall be granted to enable an employee to answer a summons or subpoena unless the same has been issued by reason of a violation of law allegedly committed by the employee, arbitration and other labor relation hearings. In the event an employee is paid for his/her attendance in court, he/she shall be paid the difference between his/her earnings for a regular workday as defined in Section 1202 at straight time, and the amount he/she is paid by the court.

Section 903 - Food Service School

The Board agrees to pay the wages, tuition, travel, and lodging for employees to attend such functions as workshops, conferences, service schools, and seminars when attendance at such functions is requested by the employees or required or recommended by the Director of Food Service, and approved by the Director of Food Service. Expenses shall be provided within the professional development fund.

Section 904 - Serious Illness Leave

Regular school lunch employees shall be paid at their straight time rate for scheduled time lost in case of serious illness of brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law but not to exceed two (2) working days. Such paid time shall be paid from accumulated sick leave.

ARTICLE X

FUNERAL LEAVE

Section 1001 - Funeral Leave Requirements

Employees shall be paid at their straight time rate for scheduled time lost in case of a death in their immediate family (spouse, children, step child, daughter-in-law, son-in-law, father, mother, step parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law), but not to exceed three (3) working days. Bereavement leave days do not have to be used consecutively.

One (1) day of funeral leave shall be granted for the purpose of attending the funeral in the event of the death of a grandparent, grandchild, employee spouse's brother-in-law or sister-in-law.

One day of funeral leave will be granted for attending the funeral of a person not listed on Section 1001. Such leave will be deducted from accumulated leave.

Section 1002 - Additional Funeral Leave

If additional time off becomes necessary and is requested by the employee and approved by the Superintendent of Schools, then up to five (5) days of accumulated sick leave may be used.

ARTICLE XI

HEALTH, WELFARE AND RETIREMENT

Section 1101 - Hospital-Surgical Insurance

1101.1 -- The Board agrees to continue in effect, the Hospital-Surgical Insurance plan, or its equivalent, which is currently in force and agrees to pay for regular employees working four hours or more per day the entire cost of covering the employee (single coverage premium). Effective July 1, 1988, the Board will pay the same dollar amount toward the family plan that is paid toward the single plan.

Part-time food service employees working less than four hours per day may participate in the District's group health insurance plan with 47% of the single and 16% of the family plan paid by the Board.

Section 1102 - Life Insurance

The Board has adopted a contributory group life insurance plan provided by the Wisconsin Group Insurance Board. The rules of the Wisconsin Group Insurance Board governing the amount of insurance, eligibility, employee and Board contributions, as well as all other aspects of the plan, are hereby adopted and made a part hereof by reference. The Board pays one hundred percent (100%) of the premium for life insurance based on earnings and is equal to the next higher thousand dollars.

Section 1103 - Retirement Benefits

The Board agrees to pay a sum up to six and two tenths percent (6.2%) of each qualified employee's gross earnings to the Wisconsin State Retirement Fund for retirement pension purposes, said sum representing the employee's contribution.

Section 1104 - Disability Insurance

The Board agrees to contribute ninety percent (90%) of the premium for employees participating in the disability insurance plan. The plan will pay ninety percent (90%) of the employee's salary after ninety (90) days of disability.

Section 1105 – Dental Insurance

Employees regularly scheduled to work four (4) or more hours per day will be eligible to participate in the dental plan adopted by the Board. The Board agrees to contribute \$25 per month for employees electing single coverage, and \$50 per month for employees electing family coverage. For any employee eligible for dental insurance who waives health insurance coverage with the District, the District agrees to pay 100% of the cost of that employee's dental coverage (single or family plan).

ARTICLE XII

WORK WEEK, WORKDAY AND DUTIES

Section 1201 - Regular Work Week

The regular work week shall commence on Monday and end on Friday, inclusive, and shall consist generally of thirty-five (35) hours during that period; however, the number of hours and the time shall be established by the Administration based upon participation and approval by the Board.

Section 1202 - Workday

1202.1 -- The regular workday for the head cooks and second cooks at Lincoln High School, and East and West Junior High Schools shall normally consist of seven (7) hours daily and shall normally be from 7:00 a.m. to 2:00 p.m. The regular workday for the head cooks and second cooks at the elementary schools shall be determined by participation and work load at the individual schools. The regular workday for the bakers at Lincoln High School and East and West Junior High Schools shall consist of six (6) consecutive hours daily. The workday for the permanent helpers at Lincoln High School, and East and West Junior High Schools shall consist of a minimum of four (4) consecutive hours. The regular workday for the part-time helpers at Lincoln shall consist normally of a minimum of three (3) consecutive hours. The regular work day for helpers at the elementary schools shall be determined by participation at the individual schools. Starting times for all helpers may be varied by the head cook or supervisor, depending upon when and where said helpers are needed. The regular workday for all service cooks shall be assigned based upon participation and general work load.

1202.2 -- The regular workday for all other personnel covered by this Agreement shall be as assigned in accordance with the provisions of Section 1201 above.

1202.3 -- Head cooks may be allowed up to a maximum of two (2) hours per month additional paid time, subject to prior approval of the food service director, to prepare the monthly inventory.

1202.4 -- A employee who reports for work and/or a employee who starts work and is sent home shall receive a minimum of three (3) hours pay for that day, with the exception of School Lunch Aide, who shall receive a minimum of two hours per day.

1202.5 -- Meetings which are called and authorized by the Director of Food Service or any other authorized Board representative will be counted as working time and participating employees will be compensated at the rate for their regular positions.

ARTICLE XIII

WAGES AND PREMIUM PAY

Section 1301 - Wages

1301.1 -- All employees covered by this Agreement shall be compensated for work performed in accordance with the "Wage Schedule" attached hereto, labeled "Exhibit A" and made a part hereof by reference.

1301.2 -- When an employee temporarily substitutes for another employee in a different classification and at a higher rate of pay, he/she shall be entitled to this higher rate provided he/she fulfills all requirements pertinent to the classification such as beginning time, duties, etc.

1301.3 -- All employees who have completed five (5) or more years of service in the Wisconsin Rapids School District or its predecessors, shall be paid, in addition to their regular compensation, an hourly longevity payment in accordance with the "Longevity Schedule" attached hereto, labeled "Exhibit A" and made a part hereof by this reference. Longevity payments shall be only from and after the month in which the applicable anniversary date of the employee falls, and in this regard, if an employee's 5th, 10th, or 15th anniversary date falls within the first fifteen (15) days of a month, he/she shall receive the longevity payment to which he/she has become entitled for the entire month; otherwise, he/she shall receive such credit as of the beginning of the next month.

Section 1302 - Premium Pay

All work performed in excess of eight (8) hours in any one (1) day or in excess of forty (40) hours in any one (1) week shall be paid at one and one-half (1-1/2) times the regular pay.

Section 1303 - Time Records

At the end of each workday all kitchen personnel are required to fill in a time sheet stating the actual hours worked for that day. These time sheets must be approved by the Director of Food Service before being submitted to the Business Office for payroll purposes.

ARTICLE XIV

GRIEVANCE PROCEDURE

Section 1401 - Grievances

A grievance is defined as a dispute between the parties concerning the interpretation, application or violation of specific provisions of this contract and shall be processed through the following procedure:

1401.2 -- Grievances relating to the discharge or suspension of an employee shall be filed in accord with the provisions of Section 501.4. All other grievances shall be filed within fourteen (14) days, excluding Saturdays, Sundays, and holidays from the time when the grievance was known or ought to have been known by the aggrieved employee. Grievances filed later than this time will automatically be null and void.

Section 1402 - Grievance Procedure

1402.1 -- The grievance shall be discussed by a member of the Union Adjustment Committee and the Director of Food Service. The employee involved may be present if he/she desires.

1402.2 -- If a settlement is not reached within three (3) working days after the discussion with the Supervisor, the grievance shall be reduced to writing and may be discussed by a member of the Union Adjustment Committee and/or a Union representative and the Superintendent of Schools. Such discussion shall take place within one (1) week after a request is made, therefore, unless otherwise mutually changed.

1402.3 -- If a settlement is not reached within two (2) weeks after the discussion with the Superintendent of Schools, it may then be discussed between the Union's representative or representatives and the Personnel Committee of the Board.

1402.4 -- If no settlement is reached after discussion with the Personnel Committee of the Board, then the grievance may be presented to the Board for settlement.

1402.5 -- If no settlement is reached after discussion with the Board, the grievance may be submitted to an arbitrator appointed by the Wisconsin Employment Relations Commission. The arbitrator shall meet with the parties as soon after his/her appointment as possible to hear or consider testimony or other evidence which the parties desire to present pertaining to the grievance. The arbitrator shall render a written decision on the grievance as soon as possible. The decision of the arbitrator shall be final and binding upon the parties.

ARTICLE XV

MISCELLANEOUS PROVISIONS

Section 1501 - Uniforms

The Board agrees to furnish uniforms (pantsuits dresses or shoes) at a cost not to exceed one hundred twenty dollars(\$120) per year for each head cook, ala carte, assistant or second cook, service cook, baker and regular part-time employees. Uniforms shall be replaced by the Board when deemed necessary by the supervisor. All expenses of laundering such uniforms shall be borne by the employee.

Section 1502 - Separability Clause

If any provision of this Agreement should be declared or found to be invalid or void for any reason by a court of competent jurisdiction, such declaration or finding shall not affect the validity of the remainder of this Agreement.

Section 1503 - Lunch Break

All employees working more than four (4) hours per day shall be allowed a twenty (20) minute lunch break each day without loss of pay. All employees working three (3) to four (4) hours per

day shall be allowed a fifteen (15) minute lunch break each day without loss of pay. Employees working less than three (3) hours per day are not entitled to a lunch break.

Section 1504 - Physicals

Employee physical examinations are required according to state law and Department of Public Instruction guidelines. The cost of required physical examinations shall be borne by the Board at the Board approved rate.

Section 1505 - Dues

The Board agrees to pay five dollars (\$5) for employees who work less than four (4) hours and ten dollars (\$10) for employees who work four (4) or more hours when an employee joins the State of Wisconsin School Food Service Association.

ARTICLE XVI

TERM OF AGREEMENT

Section 1601 – Term

This Agreement shall remain in full force and effect until a subsequent Agreement has been reached but not to exceed a contract duration prohibited by law.

1601.1 -- This Agreement shall be effective as of the 1st day of July, 2007 and shall remain in effect until June 30, 2009 and from year to year thereafter unless terminated in accordance with the provisions hereof.

Section 1602 - Amendments, Modifications or Alternatives

1602.1 -- Should either party hereto desire to amend, modify or alter this Agreement in any way to be effective after June 30, 2009 it shall give notice to the other party, in writing, on or before March 1, 2009.

1602.2 -- Upon receiving the notice to amend, modify or alter, the parties shall, as soon as possible, meet and commence negotiations.

EXHIBIT A

SCHOOL FOOD SERVICE EMPLOYEES

WAGE SCHEDULE

July 1, 2007 – June 30, 2009

| | Effective <u>7/1/07</u> | Effective <u>7/1/08</u> |
|---|----------------------------|----------------------------|
| A. Head Cook - Lincoln | \$14.62 | \$15.06 |
| B. Head Cook - East & West | \$13.91 | \$14.33 |
| C. Head Cook - Howe, Mead, Grant, Vesper and Rudolph | \$13.79 | \$14.20 |
| D. Second Cook/Ala Carte Cook | \$13.01 | \$13.40 |
| E. Baker/Service Cook | \$12.88 | \$13.27 |
| F. Helper | \$12.69 | \$13.07 |
| G. School Lunch Aide | \$11.96 | \$12.32 |

During the probationary period, employees will be paid \$.20 per hour less than the rates indicated above. All new employees shall serve a probationary period of sixty (60) working days.

LONGEVITY SCHEDULE

| <u>Length of Service - In Years</u> | <u>Hourly Rate</u> |
|-------------------------------------|--------------------|
| 5 or more - less than 10 | 05 |
| 10 or more - less than 15 | 10 |
| 15 or more - less than 20 | 15 |
| 20 or more | 20 |
| 25 or more | 25 |

WISCONSIN RAPIDS CITY EMPLOYEES
LOCAL 1075, AFSCME, AFL-CIO

WISCONSIN RAPIDS PUBLIC SCHOOLS

By: _____
Jay Bemke, President

Sandra Hett, President
Board of Education

Terry Wunrow, Chairperson
Bargaining Committee

Michelle Bean, Chair
Personnel Committee

Patricia Mertz, Member
Bargaining Committee

Mary Rayome, Member
Personnel Committee

Lynn Peterson, Member
Bargaining Committee

Jennifer Pfefferkorn, Member
Personnel Committee

D'Ann Breit
Bargaining Committee

Dr. Robert Crist
Superintendent

Houston Parrish
Business Representative