

Proposed Contract Changes
Bus Mechanics Unit

Starting Salary Range (unchanged)

	<u>2011-14</u>
Mechanics	\$26,000-\$30,000
Service Mechanics	\$24,000-\$28,000

Additional salary increases shall be as set forth below:

- 2011-12 – 2.5% increase over 2010-11 salaries
- 2012-13 – \$350 plus 2.5% increase over 2011-12 salaries
- 2013-14 – 2.5% increase over 2012-13 salaries

Bus Washer's Hourly Rate

- 2011-12 – 2.5% increase over 2010-11 hourly rate.
- 2012-13 – \$350 plus 2.5% increase over 2011-12 hourly rate.
- 2013-14 – 2.5% increase over 2012-13 hourly rate.

Longevity rates and stipends remain unchanged

Article VI. Retirement - Change the following paragraph:

Upon retirement, an employee's accumulated sick leave days (not inclusive of banked days or those converted for additional service credit with ERS) shall be placed into an account in the business office based upon \$75/day to a maximum of 200 days to be used for the employee's contribution of health insurance.

Article V. Vacations

- G. The employee is eligible for 30 days of paid vacation at Step 25.

Article VII. Group Hospitalization

MEDICAL REIMBURSEMENT ACCOUNT CONTRIBUTIONS – end after October, 2011

All unit members employed at least four hours per day shall receive health insurance coverage according to the following schedule:

- 2011-12 – 10% contribution of either the Single or Family Plan – capped at \$700 for a single or \$1300 for a family level.
- 2012-13 – 10% contribution of either the Single, 2 Person (based upon the premium equivalent of two single plans) or Family Plan (deductions will be made over 12 months).

2013-14 - 12% contribution of either the Single, 2 Person (based upon the premium equivalent of two single plans) or Family Plan (deductions will be made over 12 months)

Effective upon ratification, bargaining unit members may be paid for up to eight days of unused vacation time. Such request may be made at any time. For the purpose of this calculation, the daily rate is calculated using a base of 215 days.

After five years of service as a Mechanic, unit members shall be eligible to elect to have up to five (5) days of vacation converted to regular salary. The unit member must notify the Director of Human Resources prior to June 15 in order that the appropriate adjustment may be made. In which case, up to five (5) days of vacation will be deleted from the employee's allotment and the employee will have his or her regular salary increased by an equivalent amount.

Article VIII. Clothing Allowance

Add the following language to the third paragraph:

Effective upon ratification, a \$150 payment (\$75 for part-time employees) shall be made through regular payroll for a winter clothing allowance. In subsequent years, the payment shall be made in odd numbered years only in the second pay in September year (2013, 2015...)