

# **AGREEMENT**

between

**LANSING SCHOOL DISTRICT**

and

**THE BUS DRIVERS UNIT**

of Local Union # 1390

affiliated with Council 25

of the

**INTERNATIONAL UNION OF THE**

**AMERICAN FEDERATION OF**

**STATE, COUNTY, AND MUNICIPAL EMPLOYEES**

**AFL-CIO**

**2005-2008**

## **Supplement to the current Labor Agreement**

The parties have agreed to extend the current contract for the 2005-2008 school years with only wages and benefits being re-opened for the 2006-2007 and 2007-2008 school years.

**39. HEALTH INSURANCE**

A. The Board agrees to provide each eligible employee MESSA Tri-Med health insurance with a \$5.00 Generic and \$10.00 Brand name prescription drug card. . Employees can elect to have all insurance premium co-pays be made through the District's section 125 pre-tax salary reduction plan. The employees agree to contribute the following amount per month for this coverage.

Single	\$10.00
Two Person	\$20.00
Full Family	\$25.00

B. Employees eligible for hospitalization coverage through the Employer, who are covered by an alternative source (example: spouse's employer), must elect to do either of the following:

1. Drop the coverage of the alternative source and retain coverage through the Employer, or
2. Drop the coverage through the Employer, and retain through the alternative source, and receive the applicable monthly cash benefit.

C. 1. Employees not receiving benefits as set forth in section a may elect to invest in cafeteria benefits, on a pre-tax basis (subject to IRS rulings).  
2. Effective upon ratification of the 1995 agreement, employees not receiving benefits as set forth in Section A, will receive additional compensation based upon regularly scheduled work hours. Employees scheduled to work at least 30 hours per week will receive \$100.00 per month additional compensation. Employees scheduled to work between 20 and 30 hours per week will receive \$50.00 per month additional compensation.

3. Employees electing either health insurance (Section A), cafeteria benefits, or the additional compensation may purchase additional tax exempt options on a payroll deduction basis.

D. It is the employee's responsibility to enroll at the Employee Benefits office within 30 days of becoming eligible or during re-enrollment periods.

E. Each employee shall execute the following form and return it in to the Employees Benefits Department within one month of employment.

**HEALTH INSURANCE COVERAGE**

The undersigned, a member of the bargaining unit represented by the AFSCME Local #1390, affirms as a condition of continued employment by

the Lansing School District, that he/she has no other insurance coverage provided under the collective bargaining agreement between the LSD and AFSCME Local #1390, pursuant to a plan held by his/her spouse.

In the event such second coverage does exist, the undersigned shall either elect continued coverage under the LSD Plan or notify the Employer, in writing, that he/she elects to be covered under said second insurance policy. The penalty for continued double coverage in violation of this Agreement shall be prompt reimbursement to the Employer of all premiums paid by the District for coverage from the effective date of such coverage or May 1, 1990, whichever is later.

Notwithstanding the foregoing, if the coverage by a spouse is terminated at any time, for layoff, or termination of employment, coverage under the LSD plan/or plans will be immediately granted, provided the employer is notified within 30 days of the event and the employee provides written verification of cancellation from the spouse's employer or insurance carrier.

Signature \_\_\_\_\_

- F. Employees scheduled to work 30 hours per week shall be considered full-time, regular employees for the purpose of the benefit set forth in Section A, above. Full-time, regular employees not electing hospitalization insurance pursuant to Section A shall receive a monthly cash benefit.
- G. Employees regularly working four (4) or five (5) hours per day who choose to be covered by the hospitalization plan in A, above, agree to pay one-half the premium. Otherwise, if they elect not to be covered by a hospitalization plan, they shall receive a monthly cash benefit.

**43. LONGEVITY PAY**

- A. Employees hired prior to September 1, 1980 shall receive longevity according to the following schedule based on the years of service with the Employer.

After 5 years through 9 years	2%
Beginning 10 years through 14 years	4%
Beginning 15 years through 19 years	6%
Beginning 20 years and over	8%

- B. For all employees scheduled to begin longevity during this Agreement, longevity will be paid in one lump sum on the first pay period in December of each year. Employees presently receiving longevity may have the option of a lump sum payment, or as now provided, payment added to the regular bi-weekly pay of the employee. Should the employee elect the option of a lump sum payment, it must be requested prior to the

employee's anniversary date. Once the option has been exercised, employees may not revert back to bi-weekly payments.

- C. Employees hired after September 1, 1980 shall receive longevity according to the following schedule based on the years of service with the Employer: Longevity rates shall be increased by 1.75% for 2005-2006

	2005-2006
After 5 years through 9 years	\$219.00
Beginning 10 years through 14 years	\$437.00
Beginning 15 years through 19 years	\$656.00
Beginning 20 years and over	\$876.00

Longevity payments shall be paid in a lump sum on the first pay period in December to those employees who are actively employed. Eligible employees on unpaid leaves of absence shall receive such longevity payments upon return to work active employment status provided they return to work within one year from the effective date of their leave of absence. Longevity will be pro-rated only in cases of MPSERS eligibility or death.

## 51. SALARY SCHEDULE

- A. Primary Route Assignment Rates

The salary schedule for 2005-2006 school year will be increased by 1.75% retroactive to September 1, 2005.

	2005-2006
Step 1 (beginning base)	\$10.81
Step 2 (end of 1st year)	\$11.70
Step 3 (end of 2nd year)	\$12.25
Step 4 (end of 3rd year)	\$12.91
Step 5 (end of 4th year)	\$13.65

- B. Extra Work Assignment Rates

1. Employees shall be paid at the Step 3 hourly rate to drive non-scholastic trips.
2. Employees shall be paid at the Step 3 hourly rate during the time they perform vehicle washing duties, unless such work takes place during regularly scheduled hours (e.g., part of the employee's run is canceled and the employee is assigned vehicle washing for the remainder of the scheduled work time).
3. Employees shall be paid at the Step 3 hourly rate for attending employer-required workshops or other training outside their regularly scheduled scholastic run times.

**53. EFFECTIVE DATE AND TERMINATION OF AGREEMENT**

This Agreement shall become effective upon ratification of the parties, and shall continue in full force and effect until 11:59 P.M., August 31, 2008, with wage and benefit re-openers in 2006-2007 and 2007-2008.

**Letter of Understanding  
Lansing School District  
And  
AFSCME Council 25 Local 1390  
Bus Drivers Units**

Elimination of Food Truck Route

1. The employer has determined that a Food Truck Route must be eliminated for the start of the second semester.
2. A Special Conference was held with the union to discuss this issue. At the Special Conference the parties agreed to the following provisions.
3. As a result of the elimination of a Food Truck Route the parties agree that the least senior Food Truck Route driver will be displaced from his position.
4. The parties further agree that the displaced Food Truck driver will be placed into an open Bus Driver route of his choice.
5. The displaced driver would then be able to bid on any new bus routes that come open and up for bid.

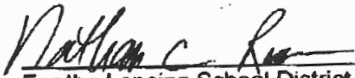
This constitutes the entire agreement.

  
For AFSCME Council 25

1/25/06  
Date

  
For AFSCME Local 1390

01/26/06  
Date

  
For the Lansing School District

1/26/06  
Date

UNIT NEGOTIATING COMMITTEE  
OF THE LANSING SCHOOL DISTRICT OF  
THE INTERNATIONAL UNION OF  
THE AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES OF  
COUNCIL 25, LOCAL UNIT NO. 1390

AFSCME COUNCIL 25, LOCAL 1390

By Charles K. [Signature]  
Unit Chairperson

Date 03/14/06

By Joel R. [Signature]  
Union Staff Representative

Date 3/13/06

BOARD OF EDUCATION

By [Signature]  
President

Date 3/2/06

By [Signature]  
Secretary

Date March 2, 2006