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**LABOR AGREEMENT**

All Good

BETWEEN

**NORTH BOONE COMMUNITY  
UNIT SCHOOL DISTRICT 200**

Poplar Grove, Illinois 61065

and

**TEAMSTERS LOCAL UNION 325**

5533 11<sup>th</sup> Street

Rockford, Illinois 61109

**AFFILIATED WITH THE INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS**



**EFFECTIVE DATE:**

**November 1, 2012 to October 31, 2015**

## Index of Articles

<u>ARTICLE</u>	<u>PAGE NUMBER</u>
1----- Recognition-----	1
2----- Union Security -----	1
3----- Wages -----	3
4----- Hours and Work Week -----	4
5----- Seniority -----	5
6----- Condition of Work -----	8
7----- General Conditions-----	9
8----- Sick Days and Leave-----	10
9----- Jury Duty -----	11
10 ----- Workers Compensation-----	11
11 ----- Family Medical Leave Act-----	12
12 ----- Grievance Procedure-----	12
13 ----- Job Access by Union – Stewards -----	14
14 ----- No Strike or Lockout -----	14
15 ----- Bulletin Board-----	15
16 ----- Chauffeur’s, Driver’s and/or Operator’s License -----	15
17 ----- Policies and Regulations -----	15
18 ----- Separate Agreement-----	15
19 ----- Maintenance of Standards-----	16
20 ----- Validity-----	16
21 ----- Successor Employer-----	16
22 ----- Discharges and Suspension -----	16
23 ----- Mechanics -----	17
24 ----- Layoff and Recall -----	18
25 ----- Duration and Termination-----	19

This Agreement is made and entered into effective as of November 1, 2012 to October 31, 2015 by and between the North Boone Community Unit School District 200, Poplar Grove, Illinois facility, hereinafter referred to as the “Employer” and Teamsters Local Union #325 affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the “Union.”

**ARTICLE 1**  
**Recognition**

**SECTION 1.** The Employer recognizes the Union as the exclusive collective bargaining agent for all full-time and part-time Bus Drivers, Subs and Mechanics employed by the Employer, but excluding office, clerical, confidential personnel, professional personnel, guards and supervisors as defined in the Illinois Educational Labor Relations Act.

**ARTICLE 2**  
**Union Security**

**SECTION 1.** All present employees covered by this Agreement who are members of the Union on the effective date of this provision shall remain members in good standing as a condition of employment.

All present employees who are currently qualified to do bargaining unit work who are not members of the Union on the effective date of this provision will be exempted from joining the Union. All employees who are hereafter hired into the bargaining unit shall become and remain members of the Union in good standing as a condition of employment on the thirty-first (31<sup>st</sup>) day following the beginning of their term of employment. Occasional substitutes who work less than 35 times a school year are similarly exempted from joining the Union.

The failure of any person to become a member of the Union at the required time shall obligate the Employer, upon written notice from the Union to such effect and to the further effect that Union membership was available to such person on the same terms and conditions generally available to other members, to forthwith discharge this person, unless such employee is able to resolve this issue directly with the Union. Further, the failure of any person to maintain his/her Union membership in good standing as required herein shall, upon written notice to the Employer by the Union to such effect, obligate the Employer to discharge such person.

The obligation to join the Union or pay a fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Union. Upon proper substantiation and collection of the entire fee, the Union will make payment on behalf of the employee to a mutually agreeable non-religious charitable organization as per Union policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

**SECTION 2. – Check-Off** - The Employer agrees to deduct from the wages of its employees who individually and voluntarily authorize such deductions in writing on a form satisfactory to the Union, such membership dues as may be fixed by Local Union 325. Local Union 325 shall certify to the Employer in writing each month a list of its members who have furnished to their Employer the required authorization, together with an itemized statement of dues or uniform assessments owed and to be deducted for such month from the pay of such member, and the Employer shall deduct such amounts on the first payroll of every month, and remit to Local Union 325 by the end of each month in one lump sum. Where an employee who is on check-off is not on the payroll during the week in which the deduction is to be made, or has no earning or insufficient earnings during that week, or is on leave of absence, the Employer is not responsible for deduction of such dues until the following week. The Union agrees that it will indemnify and save the Employer harmless from any and all liability, responsibility, damage or suit which may arise out of any action taken by the employees in accordance with the terms in this section or in reliance upon the authorization described herein.

**SECTION 3. – DRIVE** - The Employer agrees to deduct from the pay of all employees covered by this Agreement, upon appropriate written authorization, deductions for **DRIVE**. No deductions shall be made if prohibited by applicable law. Said deductions shall be made monthly, and shall be forwarded to the Union every month.

**SECTION 4. – Direct Deposit**- All employees will be required to use direct deposit.

**ARTICLE 3**  
**Wages**

**SECTION 1.** Employees covered by this agreement shall be paid the following:

Bus Drivers trip pay: Year 1 - November 1, 2012 trip pay will be **\$11.34**  
 Year 2 - July 1, 2013 trip pay will be **\$11.67**  
 Year 3 - July 1, 2014 trip pay will be **\$12.00**

**Route Pay: Nov. 1, 2012 – July 1, 2013 – July 1, 2014**  
**Effective**

<b><u>Hired Prior to</u></b>	\$38.25	\$39.00	\$39.75
<b><u>Jan. 1, 1990</u></b>			
<b><u>Hired Prior to</u></b>	\$37.25	\$38.00	\$38.75
<b><u>Jan. 1, 2000</u></b>			
<b><u>Hired Prior to</u></b>	\$30.75	\$31.50	\$32.25
<b><u>Jan. 1, 2005</u></b>			
<b><u>Hired Prior to</u></b>	\$28.25	\$29.00	\$29.75
<b><u>Jan. 1, 2010</u></b>			
<b><u>Hired Prior to</u></b>	\$25.00	\$25.75	\$26.50
<b><u>Jan. 1, 2012</u></b>			
<b><u>Hired After</u></b>	\$21.00	\$21.75	\$22.50
<b><u>Nov. 1, 2012</u></b>			

The district will pay the district's IMRF contribution for eligible employees. The district will pay up to 4.5% of the employee's contributions to IMRF.

If a driver misses his/her regular route due to an extracurricular trip assigned, the driver will be paid at one half of the route pay for the regular route, plus trip pay for each hour worked.

Other extracurricular assignments will be paid at trip pay for each hour worked.

**ARTICLE 4**  
**Hours and Work Week**

**SECTION 1.** The regular work week shall run in conjunction with the school calendar adopted annually by the Employer. The normal scheduled work week shall be five (5) days, Monday through Friday, unless interrupted by non-attendance days in accordance with the said school calendar, emergency closing, or other time periods established by the Employer.

Regular driving assignment will be designed to be completed at a maximum of 1&1/2 hours. A route is described as a regularly scheduled A.M. route, Mid-day route, or a P.M. route.

Employees who work in excess of forty (40) hours in any one (1) week shall be paid at a rate of time and one-half (1 ½) the regular hourly trip pay rate applicable to the pay rate worked after forty (40) hours.

**SECTION 2.** If an employee is required to report to work and no work is available, such employee shall receive route pay for reporting for that shift.

**SECTION 3.** All employees covered by this Agreement shall be paid every two (2) weeks.

**SECTION 4.** Employees shall receive hourly trip pay for any meeting they may have to attend which is required by the Employer.

**SECTION 5.** Employees shall receive full route pay for the route practice day, if they have a new route or any change in their existing route, and actually drive the route.

**SECTION 6.** Employees required to make extracurricular trips outside the district shall be guaranteed a minimum of two (2) hours trip pay.

**SECTION 7.** Regular employees shall receive regular wages for any substitute driving they may do.

**SECTION 8.** Employees shall be paid for additional work done on behalf of the Employer including filling out paper work, forms, reports and driver's refresher course. Employee time will not be compensated for time

required by employees in order to maintain their license, etc. except specifically enumerated above.

**SECTION 9.** Other extra driving work is defined as driving work to be filled, such as pre-kindergarten runs, late runs, or shuttle work. Only other extra driving work that develops or needs to be covered during the course of the school year on a continuous basis for an academic quarter or more shall be posted.

Extracurricular trips and other extra driving work will be awarded in progressive seniority order assuming the most senior employee is qualified for the assignment.

## **ARTICLE 5** **Seniority**

**SECTION 1.** Seniority, as the term is used herein, means the length of continuous service of any regular employee from the last date of hire by the Employer as hereinafter provided.

**SECTION 2.** The employer shall maintain a Seniority List of all employees covered by this Agreement. Copies shall be posted at the facility or as personnel roster changes. A copy shall be sent to the UNION.

New employees and employees hired after a break in seniority shall be considered probationary employees with no seniority for a period of ninety (90) working days. After the 90 day probationary period, their seniority shall date back to the first day of their permanent hiring. The employer may, within said ninety (90) working days, discharge such a probationary employee for any reason whatsoever, except for membership in or lawful activity on behalf of the Union.

**SECTION 3.** An employee's seniority shall be lost and terminated and the employment relationship shall be terminated by:

- (a) Discharge for just cause
- (b) Voluntarily quit or resign
- (c) Any employee who is absent because of proven illness or injury shall maintain his/her seniority for two (2) years,

as provided herein. (Injured on the job employees retain their seniority.)

Any employee who shall fail to report when called to work or who shall fail to report within fourteen (14) days after the receipt or refusal of a certified letter (7days to sign, 7days to report) to return after a layoff, shall be considered as having voluntarily terminated his/her employment with the Employer.

**SECTION 4.** In the event of a decrease in the number of employees employed by the Employer, those with less seniority shall be laid off first and shall be called back to work in the reverse order of that in which they were laid off.

**SECTION 5.** Permanent route vacancies shall be filled according to seniority.

If a bus driver is pulled from his/her route the district will adhere to the following:

The seniority list will be used to allow the other drivers the option of volunteering to take that route, or passing it on.

If all drivers pass on the route, the district will choose the driver with the least seniority to fill that route. No driver may further exercise seniority on these switches.

**SECTION 6.** In the event a route vacancy or opening occurs which is covered by this Agreement, said route shall be posted for five (5) working days. The employee with the most seniority from those applying shall be awarded the route.

**SECTION 7.** Short term, ninety (90) day vacancies by seniority, illness, vacation or other excused absences will be bid by seniority.

**SECTION 8.** All new employees shall be hired on a ninety (90) working day probationary basis with the employer and shall work under the provisions of this Agreement, within which time they may be dismissed without protest by the Union. However, the Employer may not discharge or discipline for the purpose of evading this Agreement or discriminating against the Union members. When there is more than one employee who has the same hire date with the employer, the method for determining seniority



for those employees will be done in the following manner. If there are less than fourteen (14) people who have the same hire date, a deck of cards will be used starting with ace as the high, or the first to go on the bottom of the regular list of employees. Each new employee will be notified when the drawing takes place and they will pick from the deck of cards and the highest cards will give the employee their proper spot on the seniority roster. If there are more than fourteen (14) new employees hired, then the names of those employees will be picked out of a closed box, and as the names come out of the box, those employees will go on the bottom of the regular seniority list of employees.

During the probationary period, the employee may be terminated without further recourse; provided, however, that the Employer may not terminate the employee for the purpose of evading this Agreement or discriminating against Union members.

Probationary employees shall be paid at the new hire rate of pay during the probationary period.

All new employees shall start and work only as directed by the Employer.

An employee who so qualifies for seniority status shall have his/her seniority date revert back to his/her earliest continuous date of permanent employment among employees in the same job classification.

Preference shall be given to regular employees older in service and in order of their seniority to the work available, provided that such employees are available at such time as the work is assigned and are qualified to perform the work required by the Employer.

Regular employees in order of their seniority shall have preference.

- a. In selection of starting times and assignment from the working schedule.
- b. In filling of vacancies and job opportunities in the working schedule as provided in this Agreement.
- c. To work opportunity in the event of layoff for lack of work.
- d. In recall to work after layoff.

**SECTION 9.**      **Substitutes:** Substitute drivers are not permanent employees of the district.

New drivers will generally be chosen from the pool of substitute drivers. If the qualifications articulated below are substantially equal, then, the party shall be selected who has the longest length of service with the district.

Some other considerations include:

- a. The qualifications of the substitute for the assignment.
- b. The ability of the substitute to take the entire assignment.
- c. Input from the administrative team regarding the service record of the substitute and their recommendation as to whether to offer a full time position.

This article doesn't remove the need for a substitute to apply for any posted position.

The length of service will be calculated based from the first time the substitute drove for the district. Any breaks in service of more than (60) days will require the substitute's length of service start over excluding summer breaks.

## **ARTICLE 6** **Condition of Work**

**SECTION 1.**      The drivers shall not be required to repair buses. They are expected to report any problems with their assigned bus when they occur. The employees shall report all defects in equipment which come to their attention. Such report shall be made, in writing, and shall be given to the mechanic at the end of the shift. The Employer agrees that all equipment and/or vehicles will be repaired and kept in good working order providing, however, that the employees have reported the defects. The Employer will provide forms for pre-trip and post-trip inspections.

**SECTION 2.**      The Employer shall not require employees to drive, operate, or work on any vehicle or equipment that is not in safe operating condition or equipped with the safety appliances prescribed by law. Each employee shall be required to operate any vehicle and /or equipment in compliance with all laws. It shall not be a violation of this Agreement where an employee in good faith refuses to operate such equipment, the employee shall not be disciplined nor suffer any loss of benefits contained in this Agreement or suffer any loss in wages for such time as the equipment is down for repairs.

**SECTION 3.** Any employee involved in an accident shall immediately report the accident and any injuries sustained. The employee shall, as soon as practical complete a written accident report with forms furnished by the Employer and shall provide the names and addresses of available witnesses to the accident. However, this shall be completed in no case later than the end of the work day.

**SECTION 4.** When an employee is required to appear in any court for the purpose of testifying on behalf of the district, such employee shall be paid for any time spent per hour, because of such appearance.

**SECTION 5.** Each employee may be required to turn in a daily time card on a form to be developed by the administration. If time cards are implemented, time clocks will be available to all employees.

**SECTION 6.** The Board may require appropriate standards of dress and identification for employees.

**SECTION 7.** All time beyond the employee's regular workday is subject to prior approval by the administration.

## **ARTICLE 7** **General Conditions**

**SECTION 1.** The employees covered by this Agreement will perform their duties in a careful manner and in accordance with the direction of their superiors.

**SECTION 2.** The parties agree that they will not discriminate against any employee or prospective employee on the basis of race, color, sex, national origin, age, religious belief, handicap or veteran status as these terms are defined and interpreted under the provisions of Title VII of the Civil Rights Act 1964, as amended, the Rehabilitation Act of 1973, The Age Discrimination in Employment Acts, as amended, and the Vietnam Era Veterans Readjustment Assistance Act of 1974. The pronouns used herein are generic in nature and do not indicate a preference for one sex over the other.

**SECTION 3.** Except as specifically limited by the express provisions of this Agreement, the Union recognizes the traditional and exclusive right of the Employer to make and implement decisions with respect to the operation of the District.

**SECTION 4.** Employees not covered by this Agreement will not perform bargaining unit work. All work must be offered to bargaining unit employees.

Bargaining unit work is defined as any that requires a CDL license with the appropriate school bus airbrake and passenger endorsements (SBP Class B, PS).

**SECTION 5.** The Employer shall maintain a procedure to monitor drivers' radios during regular routes. Additional procedures will be maintained for drivers to contact the district at other times or when out of radio range.

## **ARTICLE 8** **Sick days and leave**

**SECTION 1.** All bargaining unit employees will receive 10 sick days per year. Two (2) days may be used as personal business days with pre-approval of the Employer.

**SECTION 2.** LEAVE of ABSENCE: Any employee desiring a leave of absence from his employment shall secure written permission from the Employer. The maximum leave of absence shall be for a total of one year (365) days. Any employee on an authorized leave will retain all seniority and route.

**SECTION 3.** Union Business: If notified by the Union and the employee, in writing, at least five (5) days in advance of the desired date of commencement of the leave, the district shall grant a leave of absence without pay to one employee designated by the Union in such notice to permit the employee to attend Union business. Since leaves shall not exceed five (5) working days, the employee's seniority shall accrue during such leave, and he/she will retain his/her route. Such leave may not be taken during the first or last week of student attendance or contiguous to any

school holiday. Such leave cannot be accessed by any employee who is the only employee within his/her job category.

**SECTION 4.** At the termination of a leave of absence the employee will be returned to the same or similar job at which he/she worked at the time the leave of absence commenced, at the employee's previous rate of pay, or in the event he/she would have been displaced from such job, as his/her seniority right under the terms of this Agreement would entitle him/her.

## **ARTICLE 9** **Jury Duty**

**SECTION 1.** When an employee is called for Jury Duty, the Employer shall pay the difference between the amount received as jury pay and the employee's daily pay, provided;

- A. The employee notifies the Employer immediately upon receipt of notice of jury duty;
- B. At the Employer's option, the Employer may request the court to excuse or to postpone the employee from jury duty;
- C. If the employee serves, he must report to work on those normal work days the court is not in session.

## **ARTICLE 10** **Workers Compensation**

**SECTION 1.** The Employer will carry Workers Compensation at all times.

**SECTION 2.** Any employee who is injured on the job, and is sent home or to a hospital, or who must obtain medical attention, shall be paid for the balance of his/her workday. The Employer agrees to provide any employee injured on the job immediate medical attention.

**SECTION 3.** Employees injured while in the course of employment shall retain following the date of their absence:

1. Seniority
2. Route
3. Access to any pension benefits

**ARTICLE 11**  
**Family Medical Leave Act**

**SECTION 1.** The Employer will conform to state and federal statute regarding the Family Medical Leave Act.

**ARTICLE 12**  
**Grievance Procedure**

A grievance shall be any claim by an employee, or group of employees that a specified provision of the Agreement has been violated. Time limits for the Union are days the District office is officially open for business. Time limits for the District are days that the superintendent is working and physically present in the district office. The parties acknowledge that an employee may resolve problems through free and informal communications; however, a grievance shall be processed as follows:

**STEP 1** – The grievant shall attempt to resolve the grievance by oral discussion with his/her immediate supervisor or principal. Grievances must be filed within ten (10) days of the acts or events that are alleged to violate the contract. Failure to file the grievance within the time limits or follow any of the time limits herein shall bar the processing of the grievance.

**STEP 2** – If a settlement cannot be reached within ten (10) days after the discussion in STEP 1, the grievant may present the grievance in writing to the Superintendent, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The grievance must identify the section(s) of the contract that are alleged to have been violated and the event/actions that are alleged to have violated the specified sections. Within ten (10) days of the meeting, the Superintendent shall provide the grievant and the Union with a written decision including reasons for the decision.

**STEP 3** – If the grievance is not resolved at STEP 2, then the grievant may refer the grievance to the Board of Education for a hearing at its next regularly scheduled meeting. Within ten (10) days of the meeting, the Board

shall provide the grievant and the Union with a written decision including reasons for the decision.

**STEP 4** – If the grievance is not resolved at STEP 3, the Union may submit the grievance to final and binding arbitration under the American Arbitration Association rules and procedures. The parties shall share arbitrator fees and expenses equally.

Time limits may be extended by mutual agreement.

An employee may be represented by a Union representative at any step in the procedure, including informal communications.

A grievance may be withdrawn at any step.

**SECTION 1.** Awards of the arbitrator shall be final and binding and shall determine the subject of the arbitration for the duration of this Agreement. Jurisdiction of the arbitrator shall be only in regard to the particular dispute before him/her. He/She shall have no power or authority to add to, subtract from, modify or change in any way any of the terms of this Agreement. The Arbitrator shall have no power or authority to write any new clause, change an existing clause, or to write a new Agreement, nor shall he/she establish wage scales, change any wages or rates of pay. The arbitrator shall have no power to pass upon any subject not specifically provided for in this Agreement or any function that belongs to the Employer or its designated management.

**SECTION 2.** All grievances must be presented in compliance with the procedures outlined above. Both the Employer and the Union agree that no grievance will be processed unless the specific provisions and time limits are precisely followed. Time elements provided in the steps of the grievance procedure may be extended by written mutual agreement.

Unless time limits are waived by prior written mutual agreement, grievances must be appealed within the time limits established in each step of the above procedure or they shall be considered settled on the basis of the Employer's last answer. If the Employer fails to respond within the designated time limits, or a mutual extension thereof, the grievance shall be settled on the basis of the Union's last position.

**SECTION 3** – Anytime the Employer conducts an interview or meeting with an employee in regards to discipline of that employee or to determine if discipline is warrantable for that employee, the employee shall have the right to have a steward or Union representative present. If the employee requests that a Union representative be present, the meeting or interview may be postponed up to twenty four (24) hours so a Union representative can be present.

### **ARTICLE 13**

#### **Job Access by Union – Stewards**

**SECTION 1.** Authorized representatives of the Union shall have access to the Employer’s establishment at all reasonable times for the purpose of adjusting disputes, collecting dues, and ascertaining compliance with this Agreement which shall include the right to inspect those specific payroll records, time cards and sheets as may relate to a particular grievance or grievances alleging non-payment or improper payment of wages, or Health and Welfare contributions. Such records shall be produced at a place mutually agreed upon. The Employer will make records available within five (5) days of the Union’s request. Any Union representative who is not a current employer will need to follow visitor procedures as established by the Employer.

**SECTION 2.** A steward shall not leave the job during working hours to perform Union duties unless authorized by the Employer.

### **ARTICLE 14**

#### **No Strike or Lockouts**

**SECTION 1.** In view of the fact that parties have provided for an orderly procedure for settling differences of opinions and disputes, the Union agrees that for the duration of this Agreement, there shall be no strikes nor to engage in any concerted activity, which would result in a slow down, or withholding of service, and the Employer agrees that during the life of this Agreement there shall be no lockouts.



**ARTICLE 15**  
**Bulletin Board**

The Employer shall provide a suitable bulletin board for use by the Union. The board shall be used exclusively by the Union for, but not limited to the following types of notices:

- (A) Notice of Union recreational and social affairs.
- (B) Notice of Union meetings, appointments, and elections.
- (C) Reports of standing Union committees as defined by the Constitution of the International Union.

Notices and announcements shall not contain any advertisements or anything reflecting upon the Employer or any of its employees.

**ARTICLE 16**  
**Chauffeur's, Driver's and/or Operator's License**

**SECTION 1.** Employees driving the Employer's vehicles are to have the proper driver's and/or operator's license. All drivers must have state certification. The Employer shall pay all costs of yearly state mandated physical exams and permits including CDL certification testing. The Employer shall also pay for all drug tests. The Employer will pay \$20.00 for time spent for a driver's required completed random drug test.

**ARTICLE 17**  
**Policies and Regulations**

**SECTION 1.** The Employer may change or modify work rules or procedures as dictated by the Employer's experience and conditions or as required by state or federal law. The Employer will post or otherwise notify employees of any changes prior to their taking effect.

**ARTICLE 18**  
**Separate Agreement**

**SECTION 2.** The Employer agrees not to enter into any other Agreement or contract with its employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement.

Any past verbal Agreements will no longer be in effect from the date of the signing of this Agreement.

**ARTICLE 19**  
**Maintenance of Standards**

**SECTION 1.** No employee shall suffer a reduction in wages, benefits, or other terms or conditions of employment during the term of this Agreement except as described in other sections of this Agreement.

**ARTICLE 20**  
**Validity**

**SECTION 1.** If any provision of this Agreement is invalid or in violation or contravention of any law, the remaining provisions hereof shall not be affected thereby. The Union and the Employer shall meet to negotiate a substitute provision which shall remain in effect until the expiration of this Agreement.

**ARTICLE 21**  
**Successor Employer**

**SECTION 1.** The recognition of the Union and the terms of this Agreement shall be binding upon any successor employer during the term of this Agreement.

**ARTICLE 22**  
**Discharges and Suspension**

**SECTION 1.** – **Just Cause:** Employees may be discharged only for just cause.

**SECTION 2.** – **Summary Discipline:** Just cause grounds for summary discharge shall include, but shall not be limited to, drunkenness or drinking or carrying intoxicating beverages or drugs on the job, refusal to take a drug test, dishonesty, any illegal activity, serious violation of district rules, careless use or abuse of equipment, insubordination, bullying or harassment, moving violations in district vehicles, or other serious misconduct. Additionally any employee who has his/her license revoked or suspended may be summarily dismissed.

**SECTION 3. – Progressive Discipline:** In general, the Employer will follow the following steps in progressive discipline except as noted in Section 2 or where the act is of a serious nature.

1<sup>st</sup> violation – Counseling/warning

2<sup>nd</sup> violation – Written reprimand

3<sup>rd</sup> violation – Suspension

4<sup>th</sup> violation – Termination

**SECTION 4. – Union Notification:** The employee will be given a copy of all written disciplinary actions, including warning notices, promptly on their effective date. The employee upon his/her own initiative may forward any such material to the Union.

### **ARTICLE 23**

#### **Mechanics**

**SECTION 1.** Mechanics will be paid \$16.50 per hour.

#### **FIRST YEAR**

0% increase

#### **SECOND YEAR**

July 1, 2013 - **\$0.45**

#### **THIRD YEAR**

July 1, 2014 - **\$0.45**

**SECTION 2.** PAID FOR TIME: All mechanics will be paid time and one half (1&1/2) for every hour worked over forty (40) hours in any week. There shall be a one (1) hour guarantee for any call backs.

**SECTION 3.** All uniforms will be supplied and paid for by the Employer. Any training required by the Employer will be paid for by the Employer. Any medical, vision and dental insurance will be paid by the Employer at the same basis as provided to the teaching staff. Employer will supply any required specialty tools. The Employer will provide diagnostic software updates as required. Upon termination of employment, the cost of any uniforms, diagnostic software or tools not returned to the district will be deducted from the employee's final paycheck.

District will pay the Employer's portion of IMRF for eligible employees. District will pay up to 4.5% of the employee's portion of IMRF.

**SECTION 4** SICK DAYS AND VACATION DAYS:

Mechanics shall receive 4 four personal days with pay per year.

Mechanics shall receive 12 sick days with pay per year.

Mechanics shall receive 10 days of vacation after the 1<sup>st</sup> year of service.

Mechanics shall receive 15 days of vacation after the 5<sup>th</sup> year of service.

Vacation days must be scheduled with the approval of the administration  
Failure to use the time during the year granted shall result in the forfeiture of those days.

**SECTION 5.** For any discipline, refer to Article 22 of this Agreement.

**SECTION 6** HOLIDAYS:

All mechanics shall receive the following paid holidays.

New Year's Day  
Martin Luther King's Birthday  
Lincoln's Birthday or President's Day  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day  
Veteran's Day  
Thanksgiving Day  
Friday after Thanksgiving Day  
Christmas Eve Day  
Christmas Day  
New Year's Eve Day

For any issues not covered, refer to the other sections of this Agreement.

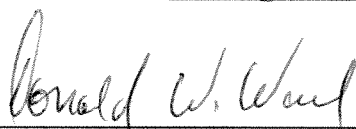
**ARTICLE 24**  
**Layoff and Recall**

**SECTION 1.** Layoffs and recall will comply with state and federal statute.


**ARTICLE 25**  
**Duration and Termination**

THIS AGREEMENT SHALL BECOME EFFECTIVE ON November 1, 2012 AND REMAIN IN FORCE AND EFFECT UNTIL AND INCLUDING October 31, 2015. AFTER SUCH TIME, THIS AGREEMENT SHALL BE RENEWED AUTOMATICALLY FOR PERIODS OF ONE (1) YEAR UNLESS THE EMPLOYER OR THE UNION GIVES WRITTEN NOTICE TO THE OTHER OF A DESIRE TO MODIFY, AMEND OR TERMINATE SAME AT LEAST NINETY (90) DAYS PRIOR TO THE EXPIRATION OF ANY SUCH PERIOD.

DATED THIS 26th DAY OF November 2012.

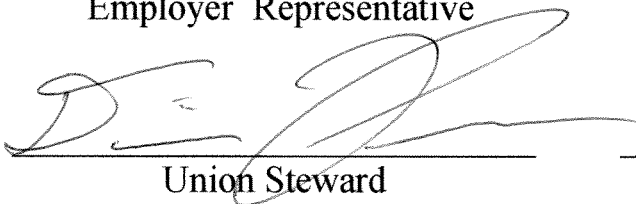


**Employer Representative**  
North Boone Community Unit  
School District 200  
Poplar Grove, IL 61065

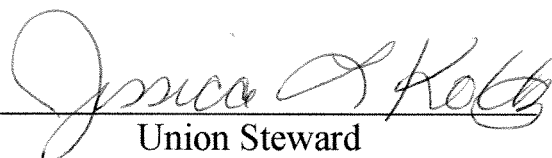


**Union Representative**  
Teamsters Local Union 325  
Affiliated with the International  
Brotherhood of Teamsters  
Rockford, IL 61109

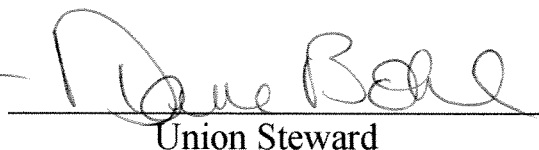
\_\_\_\_\_  
Employer Representative



Union Steward



Union Steward



Union Steward