

1 **COLLECTIVE BARGAINING AGREEMENT**

2 **BETWEEN**

3 **SHORELINE SCHOOL DISTRICT NO. 412**

4 **AND**

5 **AUTOMOTIVE MECHANICS**  
6 **LODGE NO. 160, IAM LOCAL #289**

7 **2019-2022**

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9  
10  
11  
12  
13  
14 **1.0 GENERAL STATEMENT OF PHILOSOPHY**

15  
16 1.1 This Salary Schedule and Provisions for Automotive Mechanics in the Shoreline  
17 School District expresses the philosophy of the District in developing personnel  
18 policies that will attract and hold the best-qualified personnel. The purpose of this  
19 Agreement is to provide through collective bargaining sound relationships between  
20 the District and its employees, to secure an amicable and fair disposition of  
21 grievances and to prevent interruption by work stoppage of employees and permit  
22 efficient operation of the District's Transportation Department.

23  
24 1.2 The Union recognizes the ability of the District to provide wages and working  
25 conditions satisfactory to its employees is, to a large extent, dependent on the  
26 cooperation of the employees in maintaining efficient and, so far as possible,  
27 stabilized operation of the Transportation Department. In furtherance therefore, of  
28 the above-stated purposes, it is hereby agreed:

29  
30  
31 **2.0 SALARY SCHEDULE**

32  
33 2.1 Compensation – All employees are paid on an hourly basis. The rates of pay shall  
34 be set forth in Appendix A of the agreement, and shall include a differential to  
35 recognize longevity.

36  
37 2.1.1 For the 2019-2020, 2020-2021 and the 2021-2022 school years the rates on  
38 the 2018-2019 salary schedule shall be improved by the state % increase for  
39 Cost of Living Adjustments (or the equivalent adjustment if a different  
40 descriptor is used by the State) to classified employee salaries, if any, in the  
41 month such state increases are effective. If the state grants a classified  
42 employee increase in a manner other than the % method used in the past,  
43 the parties agree to re-open the salary schedule solely for the purpose of  
44 applying such increase to the salary schedule.

45  
46 For the 2020-2021 school year only, wage rates will increase by a minimum  
47 of 3% in addition to the COLA. The District will conduct the midpoint  
48 analysis as described in Section 2.1.2 below. In the event the analysis  
49 determines the 3% increase exceeds the actual midpoint, the wage rate  
50 increased by 3% plus COLA shall remain in place and shall not be  
51 decreased. In the event the analysis determines the midpoint increase is  
52 greater than 3%, the midpoint increase shall be applied to wage rates instead

1 of the 3%. This guaranteed minimum midpoint increase is applicable only  
2 to the 2020-2021 wage rates. For the 2021-2022 school year the midpoint  
3 analysis shall determine the wage rates as described in Section 2.1.2.  
4

5 2.1.2 On or before September 1 of each year, the Parties agree to review the  
6 hourly pay rates and related compensation data for the upcoming year for  
7 the Journey Mechanic position in the following 17 school districts:  
8 Bellevue, Edmonds, Everett, Highline, Issaquah, Lake Stevens, Lake  
9 Washington, Marysville, Mercer Island, Monroe, Mukilteo, Northshore,  
10 Renton, Seattle, Shoreline, Snohomish, and Tukwila. The “mid-point” shall  
11 be defined as the 8<sup>th</sup> ranked pay rate for each position. In the event a  
12 comparison district does not employ bus mechanics, their pay rates shall  
13 move to the bottom of the list and the mid-point for Shoreline shall be the  
14 ranked pay rate half-way down the list of districts who do employ bus  
15 mechanics. If the hourly pay rate for Shoreline School District is below the  
16 mid-point, the rates in Section 2.1 shall be increased effective September 1  
17 for the coming school year by the percentage necessary to equal the mid-  
18 point rate. After the mid-point increase, if any, has been applied, the state  
19 flow through percentage increase, if any, shall be applied. If the hourly pay  
20 rates for Shoreline School District are above mid-point, the rates shall not  
21 be decreased but shall remain unchanged for the next school year, except  
22 for any state flow-through increase applied as described in 2.1.1.  
23

24 2.1.3 The Union represents the following positions:  
25

26 2.1.3.1 Journey Mechanic

27 2.1.3.2 Lead Journey Mechanic (paid 110% of Journey Mechanic)

28 2.1.3.3 Preventative Maintenance Mechanic (paid 85% of Journey  
29 Mechanic)

30 2.1.3.4 Parts Person/Shop Assistant  
31

32 2.2 Work Week - The above salaries are based on a standard Monday through Friday  
33 work week for forty (40) hours per week, consisting of five (5) consecutive eight  
34 (8) hour days. For the purposes of computing overtime, the work week shall begin  
35 on Sunday and end on Saturday.  
36

37 2.3 Additional Compensation  
38

39 2.3.1 Overtime – All compensable time in excess of forty (40) hours per week, as  
40 authorized by the Director of Transportation, shall be considered overtime  
41 and will be paid at the applicable overtime rate of one and one half (1.5)  
42 times the employee’s current wage. The same daily schedule of work shall  
43 prevail in any one (1) week. Seniority will prevail when assigning overtime.  
44

45 2.3.2 Call-back – No employees shall be required to work beyond 6:00 p.m.;  
46 however, mechanics may be called back in case of emergency. An  
47 emergency is defined as any mechanical issue that makes a bus or vehicle  
48 inoperable or unsafe to drive. A mechanic shall not be called back from off  
49 duty time to drive a bus due to a shortage of bus drivers. Call back service  
50 when authorized shall be paid at the overtime rate for not less than two (2)  
51 hours, inclusive of travel time from the employee’s home to the  
52 transportation shop or location of the bus in need of emergency assistance.  
53

1 2.3.3 If an employee is called in while on vacation and/or on a holiday, the time  
2 worked will be paid at two (2) times their regular rate of pay in addition to  
3 their regular vacation or holiday pay. Time worked on a Sunday will be  
4 paid at two (2) times their regular rate of pay.  
5

6 2.3.4 In years where regular work days exceed two hundred sixty (260), the  
7 excess day(s) shall be taken as unpaid leave by the employees at a time  
8 mutually-agreed upon by the employee and supervisor.  
9

10  
11 **3.0 VACATION ALLOWANCE**  
12

13 3.1 Vacation shall be allocated and scheduled as follows:  
14

15 3.1.1 Each full-time employee shall receive annually two (2) weeks paid  
16 vacation.  
17

18 3.1.2 After five (5) years of continuous service with the school district, full-time  
19 employees shall receive three (3) weeks paid vacation.  
20

21 3.1.3 After ten (10) years of continuous service with the school district, full-time  
22 employees shall receive four (4) weeks paid vacation.  
23

24 3.1.4 After the fifteenth year of service, paid vacation shall be allocated as  
25 follows:

Year	Days
16	21
17	22
18	23
20 and above	25

26  
27  
28  
29  
30  
31  
32 3.1.5 Length of service will be computed as of the employee's hiring anniversary  
33 date.  
34

35 3.1.6 Regular part-time employees shall receive a pro-rata vacation.  
36  
37

38 3.1.7 It is further understood that the Director of Transportation will arrange for  
39 the full-time and regular part-time employee's vacation beyond the standard  
40 two (2) week period consistent with the work schedule of the respective  
41 department. It will be the practice to guarantee two (2) consecutive weeks  
42 with the balancing being allotted as mutually agreed.  
43

44 3.1.8 Employees may accumulate up to a maximum of fifty (50) days of vacation.  
45

46 3.2 Upon transferring from one District department to another, employees shall  
47 maintain their vacation accrual rate according to their years of service with the  
48 District.  
49

50 3.3 Upon retirement or death, employees shall be compensated a maximum of thirty  
51 (30) days for unused accumulated vacation at their hourly rate of pay.  
52  
53

1 **4.0 HOLIDAYS**

2 The following holidays shall be paid. Any work performed on holidays, as designated  
3 on the District’s annual calendar, shall be paid for at the overtime rate of two (2) times  
4 the regular rate of pay for not less than four (4) hours:  
5  
6

7 Labor Day	New Year’s Day
8 Veteran’s Day	Martin Luther King Day
9 Thanksgiving	President’s Day
10 Friday after Thanksgiving	Memorial Day
11 Christmas Eve	Independence Day
12 Christmas	Day preceding or following July 4
13 New Year’s Eve	(as designated on annual calendar)

14  
15  
16 **5.0 LEAVES**

17 Basis for granting leave:

18 5.1 Sick Leave (accumulative)

19 5.1.1 Each employee will be granted twelve (12) days annually for sick leave.  
20 Any unused sick leave allowance shall be accumulated without limitation.  
21 Employees shall be compensated annually and/or upon retirement or death  
22 for unused sick leave credits in a timely manner and in accordance with  
23 District policies and the laws of the State of Washington.  
24

25 5.1.2 One (1) day of sick leave is defined as being equal to the employee's regular  
26 work day.  
27

28 5.1.3 Sick leave shall be used for employee absence caused by personal illness,  
29 injury or disability, including pregnancy and in the case of an ill child.  
30

31 5.1.4 For each day's absence due to personal illness in excess of sick leave  
32 allowance, deduction of a full day's salary shall be made.  
33

34 5.1.5 A doctor's certificate may be required from an employee after five (5) days  
35 of absence.  
36

37 5.1.6 Unused sick leave shall be transferred to and/or received from other public  
38 school districts in the State of Washington. Accumulated sick leave will be  
39 retained by an employee who is terminated due to reduction in force or  
40 granted a leave for a period of one (1) year.  
41

42 5.2 Sick Leave/Coordination - Industrial Insurance

43 Employees suffering illness or injury compensable under state industrial insurance  
44 shall be allowed, upon written request, to use sick leave to the amount of their  
45 earned credit less any industrial insurance payments received. Sick leave charged  
46 to the employee shall be proportionate to that portion of the employee's salary paid  
47 by sick leave. The combined insurance and sick leave payments cannot total more

1 than the employee's normal base pay. Any overpayments must be returned to the  
2 District by the employee.  
3

4 5.3 Bereavement Leave - Non-cumulative  
5

6 A maximum of five (5) days bereavement leave shall be allowed for each death in  
7 the immediate family and up to (1) day for funerals of other relatives and/or friends.  
8

9 5.4 Personal Leave  
10

11 5.4.1 Three (3) days of personal leave will be allowed for each employee in event  
12 of serious illness within the immediate family or personal business,  
13 cumulative up to a maximum of 6 personal leave days. No additional  
14 explanation shall be requested by the District. Such absence shall be  
15 reported on form PS 102 and approved by the Human Resources Office.  
16 Upon request reason(s) for denial shall be given by the District.  
17

18 5.5 Temporary Disability Leave  
19

20 5.5.1 Each employee who, for medical reasons, cannot perform the functions of  
21 his/her assigned position shall be considered eligible for a temporary  
22 disability leave with sick leave benefit.  
23

24 5.5.1.1 An employee requesting a leave due to temporary disability shall  
25 submit the leave request to the Human Resources Office at least  
26 ten (10) days in advance of the proposed starting date of the leave.  
27

28 5.5.1.2 The effective date of the leave will be determined by the Human  
29 Resources Office in consultation with the employee and his/her  
30 physician.  
31

32 5.5.1.3 An employee on temporary disability leave shall receive sick  
33 leave benefits up to the number of sick leave days accrued and  
34 shall retain all other rights and benefits.  
35

36 5.5.1.4 The District shall have the right to request a physician's  
37 certificate of disability while the leave is in effect.  
38

39 5.5.1.5 Termination of the temporary disability leave shall be when the  
40 employee's attending physician confirms the ability of the  
41 employee to resume normal duties of the assigned position. In  
42 the case of pregnancy, expiration of the temporary disability  
43 leave shall be no later than sixty (60) calendar days after the  
44 termination of the pregnancy.  
45

46 5.6 Jury Duty  
47

48 An employee who is absent because of jury duty shall be paid his/her regular rate  
49 of pay. The employee will retain fees paid as reimbursement for mileage and/or  
50 related expenses. The employee shall furnish the District with a written statement  
51 showing the date of jury duty. The employee shall report to work when released  
52 from any jury duty during any scheduled work day.  
53

1 5.7 Washington State's Paid Family and Medical Leave

2 The District will pay the employer premium and employees will pay the employee  
3 premium required to implement the State's paid family and medical leave law.  
4 Effective January 1, 2020, employees will have access to the benefits as described  
5 in the law.  
6

7 5.8 Donated (Shared) Leave

8 Employees may donate a portion of their earned unused sick and annual leave to  
9 fellow employees in accordance with the provisions of District policy and state law  
10 and regulations.  
11

12  
13 **6.0 APPRENTICESHIP**

14  
15 In the interest of training good, qualified mechanics, it is understood that the District,  
16 when hiring other than journeymen mechanics, will adopt the Seattle Automotive  
17 Machinists Joint Apprenticeship Standards developed by the Seattle Automotive  
18 Machinists Joint Apprenticeship Committee and registered with the Washington State  
19 Apprenticeship Council.  
20

21  
22 **7.0 RETIREMENT**

23  
24 All employees must mandatorily belong to School Employees Retirement System SERS  
25 and will retire consistent with State Rules and Regulations.  
26

27  
28 **8.0 TERMINATION OF EMPLOYMENT**

29  
30 Termination of employment under normal circumstances should require not less than  
31 fifteen (15) days notice; however, the District shall have the authority to suspend an  
32 employee without pay where charges are of a serious nature, for a period of not more than  
33 fifteen (15) calendar days while investigation is being made. If the investigation clears  
34 the employee of all charges, he will be reinstated and back pay will be paid for all time  
35 missed. If the charges against the employee are sustained, the employee is considered  
36 discharged as of the date of suspension without further compensation. All employees  
37 shall be entitled to receive a statement of reasons for discharge and have an authorized  
38 Union representative present to a hearing upon request.  
39

40  
41 **9.0 SENIORITY**

42  
43 Seniority is based on the date hired into a position represented by the International  
44 Association of Machinists, Automotive Mechanics. If qualifications are equal, seniority  
45 will prevail in the event of reduction or increase of staff or in promoting employees to  
46 higher positions and filling vacancies. Regular part-time employees will be given first  
47 chance for additional work where qualified.  
48

49 Employees will be selected for layoff in reverse order of seniority by position within the  
50 bargaining unit. An employee who is laid off shall be on a recall list for one (1) year,  
51 until recalled or the expiration of the one year period. The most senior qualified person  
52 on the recall list shall be recalled first.  
53  
54

1 **10.0 OTHER PROVISIONS**

2  
3 10.1 Tool Allowance

4 The District shall provide all specialty tools and hand tools over 1-1/4". The  
5 District shall provide an annual tool allowance of up to one thousand five hundred  
6 dollars (\$1,500) per each regular full-time employee covered by this agreement for  
7 replacing personal tools broken or damaged while performing District services or  
8 for new tools required for the work of the District. All tools reimbursed with this  
9 tool allowance must be approved by the Director of Transportation. Any unspent  
10 tool allowance may be carried over for one year and used in the following year.  
11 Employees will be reimbursed once per calendar year by submitting receipts to the  
12 Director of Transportation no later than August 1<sup>st</sup> of each year.  
13 Any tools purchased in conformance with this section shall be the property of the  
14 employee.

15  
16 10.1.1 Each journeyman mechanic will provide a current tool inventory to the  
17 Business Services office as of June 30 each year.

18  
19 10.1.2 The District shall provide insurance covering the loss of hand tools owned  
20 by the employee and as listed with the district. Other tools will be  
21 furnished by the Shoreline School District. Tool replacement shall be at  
22 current tool replacement cost and by same brand name.

23  
24 10.1.3 Other expenses qualifying for reimbursement under the tool allowance  
25 provision: The tool allowance provision can also be used to reimburse an  
26 employee for registration costs to attend professional training  
27 workshops/clinics, if authorized by the Director of Transportation.

28  
29 10.1.a Work Shoes and Personal Safety Equipment

30 Each employee shall be eligible for reimbursement of up to \$400 per year for  
31 replacement of work shoes and personal safety equipment (such as fitted safety  
32 glasses, etc.). Employees will be reimbursed once per calendar year by submitting  
33 receipts to the Director of Transportation no later than August 1<sup>st</sup> of each year.

34  
35 10.2 Professional Development Reimbursement

36 The District shall reimburse each employee up to \$250 per year for registration  
37 costs to attend professional training workshops/clinics proposed by the employee  
38 and approved by the Director. The ability for each employee to use a portion of the  
39 Tool Reimbursement for professional development, per Section 10.1.3, is in  
40 addition to and may be combined with this professional development  
41 reimbursement. An employee shall be compensated at their regular rate of pay,  
42 without use of vacation or personal leave, to attend pre-approved professional  
43 development scheduled on a regular work day.

44  
45 10.3 Coveralls shall be furnished and laundered by the District. A minimum of three  
46 (3), plus one (1) spare per week will be provided.

47  
48 10.4 Journeyman mechanics shall not be required to drive buses except in emergencies  
49 and/or for mechanical maintenance purposes, including state inspections. Of the  
50 employees on duty, seniority shall prevail when determining driving assignments.

51  
52 10.5 ASE Certification Premium

1 Employees with Automotive Service Excellence (ASE) certification in job-related  
2 categories shall receive an annual stipend of three hundred dollars (\$300) per  
3 current and valid ASE certification, up to 8 certifications. The ASE certifications  
4 eligible for this annual stipend are listed as Attachment #1 to this agreement. An  
5 additional stipend of six hundred twenty-five dollars (\$625) will be paid annually  
6 to all employees who obtain and maintain the Master School Bus Mechanic  
7 Certification.  
8

9 For initial certifications obtained after September 1 of any year, the certification  
10 stipend will be pro-rated for the remaining months of the year and paid in the month  
11 following certification. For continuing certifications, the stipend will be paid in  
12 one lump sum on the September pay warrant.  
13

14 **10.6 Inspection Incentive**

15 10.6.1 Incentive Pay. The District agrees to provide merit pay compensation in  
16 addition to the employee’s regular hourly rate for those who demonstrate  
17 superior performance on annual state bus inspections. The additional  
18 incentive payment for each school year shall be as follows:  
19

20 For the summer/scheduled inspections:

<u>Inspection Results</u>	<u>Payment</u>
3-4 buses rated “out of service”	\$ 750
1-2 buses rated “out of service”	\$ 850
0 buses rated “out of service”	\$1,000

26 For the Mid-Year/random inspections:

<u>Inspection Results</u>	<u>Payment</u>
0 buses rated “out of service”	\$100

31 The incentive payment will be made in a single payment in the pay period  
32 following the release of inspection results.  
33

34 Buses that are not presented for state inspections because of conditions  
35 created by events outside of the control of the mechanics department,  
36 including but not limited to accidents, graffiti/vandalism, and warranty  
37 recalls/work, shall not be rated as out of service. Bonuses will be held until  
38 buses missing inspection due to the afore-mentioned conditions have been  
39 repaired and pass a subsequent inspection.  
40

41 10.6.2 Summer Inspection / Mid-year Random Inspection - Incentive Days – For  
42 both the summer and mid-year random inspection, if the achieved result is  
43 “Zero (0) buses out of service” for that particular inspection, each employee  
44 will also receive the right to schedule in advance, subject to the supervisor’s  
45 approval, one day off with pay between the date of notification of the  
46 inspection results and August 31 of the following calendar year.  
47

48 Employees are eligible to receive one (1) incentive day per outstanding  
49 inspection. The occurrence of overtime, illness or staff shortages or peak  
50 work demand periods shall be sufficient reason to deny the time off or



1 revoke the approval and ask the employee to re-schedule the time off. This  
2 day of compensation is available for use during the calendar months  
3 following the inspection in which it was earned. Incentive days must be  
4 used within the specified time period or will be lost. Incentive days are not  
5 subject to carry-over or cash out.  
6

7 **10.7 Technological Change**

8  
9 Technological changes which affect jobs in the bargaining unit will not be used as  
10 a basis for changing such jobs from bargaining unit status to non-bargaining unit  
11 status.  
12

13 **10.8 Commercial Driver's License (CDL)**

14  
15 The District will pay District-required federal licensing fees to mechanics. The  
16 District will also allow mechanics the right to District-paid CDL physical  
17 examinations as provided regular bus drivers. These District-paid examinations  
18 will be conducted by a District-selected provider. In the event a mechanic desires  
19 to use a doctor or facility that meets current federal CDL licensing requirements  
20 other than the District-selected provider, the District's contribution will not exceed  
21 the cost paid by the District to the District's selected provider for an individual CDL  
22 physical.  
23

24 **10.9 Subcontracting**

25  
26 Excepted as provided herein, the District shall not contract out work performed as  
27 of the date of this contract by members of this bargaining unit, if the contracting of  
28 such work eliminates or reduces the hours of work for members of the bargaining  
29 unit. If a condition arises that necessitates contracting of work normally performed  
30 by the bargaining unit, the Union shall be offered an opportunity to be involved in  
31 the planning process; provided, however, the District shall have the right to make  
32 the final decision regarding subcontracting.  
33

34 If, in order to secure funding for a specific project, the District is required to  
35 contract all or part of the work to be performed due to the limitations imposed by  
36 the funding agreement, such contracting shall not be considered a violation of the  
37 Agreement.  
38

39 In the case of a circumstance which is beyond the control of the District at the time  
40 action is required and which could not reasonably have been foreseen or the District  
41 is not reasonably able to provide the necessary tools, personnel, or equipment to  
42 timely perform the work, the District shall be allowed to enter into subcontracting  
43 for this project and not be in violation of the Agreement.  
44  
45

46 **11.0 GROUP INSURANCE**

47  
48 Effective January 1, 2020, Sections 11.1 through 11.5 shall expire and be replaced by  
49 Sections 11.A through 11.G.  
50

51 **Group Insurance (Basic)**

1 No provision of this Section shall be interpreted or applied so as to place the District in  
2 breach of the benefit limitations imposed by State law or to subject the District to a penalty.  
3 Pursuant to RCW 28A.400.275(1), the parties agree to abide by state laws relating to school  
4 district employee benefits. The parties acknowledge that this Section 11 insurance  
5 agreement is for a term of one year, subject to automatic extension for the ensuing year in  
6 the absence of written notice otherwise by one party to the other prior to June 1.  
7

8 11.1 Each employee working twenty (20) or more scheduled hours per week is eligible  
9 to participate in the District's Basic Group Insurance Program.  
10

11 11.2 Each month the district shall provide the monthly amount identified in the state  
12 appropriations act for group insurance for each full time employee for the district's  
13 basic group insurance program. The cost of mandatory dental insurance, long term  
14 disability and term life insurance, will be subtracted from the monthly state  
15 allocation, and the remainder may be applied toward any district approved medical  
16 insurance coverage. Any remaining portion of the medical insurance premium shall  
17 be deducted from the employee's salary warrant.  
18

19 Full-time employees shall be any employee working one thousand four hundred  
20 forty (1,440) or more regular schedule hours during the school year. Employees  
21 working less than one thousand four hundred forty (1,440) hours shall receive a  
22 prorated share of the state appropriation amount.  
23

24 *Potential Adjustment* – Any portion of the Employee's insurance allocations  
25 remaining after subtracting the cost of mandatory and medical insurance premiums  
26 will be pooled for the sole benefit of other bargaining unit Employees with out-of-  
27 pocket medical insurance premium costs. This monthly pool amount will be  
28 calculated in October. Each month, each Employee with out-of-pocket costs will  
29 be credited with an equal dollar amount of the pool up to the total cost of the  
30 Employee's out-of-pocket cost for premiums, or until the pool is exhausted,  
31 whichever comes first.  
32

33 If after pooling there remain employees with out of pocket medical insurance costs,  
34 the district will provide additional dollars up to the amount of the state retiree  
35 subsidy (carve-out).  
36

37 11.3 Optional Supplemental Insurance  
38

39 An employee may elect to have optional group insurance programs approved by  
40 the District (e.g. Supplemental Life, two times annual salary, American Fidelity  
41 Short Term Disability Insurance and INA - High Limit Accident) deducted from  
42 their salary warrant. The entire premium for any of these optional supplemental  
43 insurances will be a full salary deduction. None of the unused contribution, from  
44 the Basic Group Insurance as described above can be applied to the Optional  
45 Supplemental Insurance premiums.  
46

47 11.4 The District Advisory Insurance Committee shall assist in determining the types of  
48 insurance programs to be provided to employees subject to approval by the Board.  
49

1 11.5 The District will continue to offer a Section 125 plan for health care expenses  
2 and/or dependent care.  
3

4 A. School Employees Benefits Board (SEBB)  
5

6 The District will implement the State's mandatory insurance program administered  
7 by the Washington Health Care Authority through the School Employees Benefits  
8 Board (SEBB). All provisions of this article shall be interpreted consistent with the  
9 rules and regulations of the SEBB.  
10

11 The District shall pay the full portion of the employer contribution as adopted in  
12 the School Employees Health Care Coalition agreement for all employees who  
13 meet the eligibility requirements outlined below. For purposes of benefits provided  
14 under the SEBB, the eligibility year is the school year from September 1 through  
15 August 31.  
16

17 The District will implement the School Employees Health Care Coalition  
18 agreement when collecting the employee premiums which will be paid to the Health  
19 Care Authority (HCA) through payroll deduction for benefits coverage.  
20

21 Benefits offered to employees through SEBB at the present time include:

- 22 • Basic Life and accidental death and dismemberment insurance (AD&D)
- 23 • Basic Long-term Disability
- 24 • Vision
- 25 • Dental including orthodontia
- 26 • Medical Plan  
27

28 Employees are eligible to participate in the Medical Flexible Spending  
29 Arrangement (FSA) and Dependent Care Assistance Program (DCAP) offered by  
30 SEBB. Employees will also have the option of enrolling in a Health Savings  
31 Account (HSA) when they select a qualifying High Deductible Health Plan  
32 (HDHP) for their medical insurance. In addition, employees will be able to utilize  
33 payroll deduction for any supplemental insurance that they choose to enroll in  
34 through SEBB (e.g. increased Life, AD&D, Long-term disability, etc.).  
35

36 B. Eligibility:  
37

38 All employees shall be eligible for full insurance coverage under the SEBB  
39 program if they work, or are anticipated to work, 630 hours or more in an eligibility  
40 year.  
41

42 Should an employee who previously was not expected to be eligible for benefits  
43 under SEBB work 630 hours in one year, benefits coverage will begin on the first  
44 day of the month following the date they actually work 630 hours for the year.

45 All compensated hours in any position within the district shall count for purposes  
46 of establishing eligibility. When an employee is hired into a position that would  
47 qualify for benefits if filled for the full eligibility year, and there are not enough  
48 days remaining in the year to achieve 630 hours, that employee will be provided  
49 with benefits coverage.  
50

51 Any employee who has worked 630 hours or more in each of the previous two years  
52 and is returning to a similar position(s) at the same or greater number of annualized  
53 hours will be deemed eligible for benefits.  
54

1 C. Benefit Enrollment and Continuity of Coverage:  
2

3 If an employee's first day of work is on or after September 1<sup>st</sup> but not later than the  
4 first day of school for the current school year, they are eligible for benefit coverage  
5 on their first day of work. If the employee's first day of work in an eligible position  
6 is at any other time during the school year, benefits coverage will begin on the first  
7 day of the month which follows their first day of work.  
8

9 D. Dependent Coverage:  
10

11 Legal spouses, state-registered domestic partners, children up to age 26 (biological  
12 and adopted children, children of the employee's spouse or state-registered  
13 domestic partners, children for which a court order of divorce decree created a legal  
14 obligation for the employee to provide support or health care coverage) and  
15 children of any age with a developmental or physical handicap who are not capable  
16 of self-support are dependents covered within the SEBB program. Employees are  
17 responsible for paying any "employee only" premiums assessed by SEBB for  
18 dependent coverage.  
19

20 E. Leaves:  
21

22 Paid leave hours, including compensated holidays, shall count towards eligibility  
23 for benefits under this section. Eligibility of employees on unpaid leave status will  
24 be determined on a case-by-case basis until or unless SEBB adopts eligibility rules  
25 pertaining to unpaid leave status.  
26

27 An employee on approved leave under the federal Family and Medical Leave Act  
28 (FMLA) or the Washington State Paid Family Medical Leave (PFML) will  
29 continue to receive the employer contribution for insurance coverage in accordance  
30 with the federal FMLA or RCW 50A.04.245.  
31

32 F. Benefit Termination:  
33

34 Any employee eligible for benefits whose employee/employer relationship is  
35 terminated due to resignation, retirement, or termination shall continue to receive  
36 benefits as determined by SEBB rules.  
37

38 G. Additional Items:  
39

40 With proof of insurance an employee may decline coverage through SEBB and  
41 therefore not have payments or premiums deducted from their paycheck for this  
42 purpose.  
43

44 In the event the District convenes an Insurance Advisory Committee to consider  
45 supplemental insurance which can legally be offered by the District, the union shall  
46 have one representative on the Committee.  
47

48  
49 **12.0 GRIEVANCES**  
50

51 12.1 In the event that any difference arises between the district and the Union, or any  
52 employee, concerning the interpretation, application or compliance with the  
53 provisions of this agreement, such difference shall be deemed to be a grievance and  
54 shall be settled only in accordance with the grievance procedure set forth herein.

1  
2 Grievance Steps  
3

4 12.1.1 The employee shall first discuss the grievance with his/her immediate  
5 supervisor with a representative of the Union present. Every effort should  
6 be made at this level to resolve the grievance.  
7

8 12.1.2 If no settlement is reached at Step 1, the Union representative, if he/she  
9 considers the grievance to be valid, will reduce in writing a statement of  
10 the grievance. The statement will be submitted in writing within ten (10)  
11 calendar days, to the immediate supervisor for reconsideration with copies  
12 transmitted by the Union to the Director of Human Resources of the  
13 District. These parties, within seven (7) calendar days, shall submit a  
14 written statement as to the disposition of the grievance.  
15

16 12.1.3 If no settlement has been reached in Step 2 within the specified time limits,  
17 the Union representative may within ten (10) calendar days, submit the  
18 written grievance to the Superintendent or designee. These parties, within  
19 ten (10) calendar days from submission of the grievance statement, shall  
20 resolve the dispute and indicate by written statement the grievance  
21 disposition.  
22

23 12.1.4 If the disposition of the grievance by the Superintendent or designee is  
24 unacceptable, the Union Representative may, within fifteen (15) calendar  
25 days of the response from Step 3, submit the grievance to the American  
26 Arbitration Association for arbitration under their rules and within the  
27 following guidelines:  
28

29 12.1.4.1 The Arbitrator shall limit his decision strictly to disputes  
30 involving the application, interpretation or alleged violation of  
31 specific articles and/or sections of this agreement or staff  
32 evaluation.  
33

34 12.1.4.2 There shall be no appeal from the Arbitrator's decision if within  
35 the scope of his authority. It shall be final and binding on the  
36 Union, the Employee(s) involved, the Administration, and the  
37 Board.  
38

39 12.1.4.3 The fees and expenses of the Arbitrator shall be shared equally  
40 by the District and the Union. All other expenses shall be borne  
41 by the party incurring them, and neither party shall be responsible  
42 for the expenses of witnesses called by the other.  
43

44 12.2 The grievance procedure outlined in this Agreement shall not preclude the employee  
45 and/or the Union from taking legal steps available to them through the courts of  
46 competent jurisdiction.  
47

48 12.3 The union shall have an opportunity to be present at all grievance meetings.  
49

50 12.4 If an employee and/or the Union representative fails to submit written grievances to  
51 the next grievance step within the time limit so specified, it will be assumed that the  
52 grievant has dropped the grievance or accepted the resolution of the grievance at  
53 that level. If the District at any step fails to respond within the required time limits,

1 the grievance shall automatically move to the next step. However, the District and  
2 the union may mutually agree to extend the time limits at any one of the steps.  
3

4 **13.0 UNION MEMBERSHIP (The parties agree to finalize replacement language for**  
5 **Section 13 as well as a new Section pertaining to Union Rights, and renumber**  
6 **remaining sections of the CBA accordingly.)**  
7

8 It is agreed that all employees coming under the terms of this Agreement, who have been in  
9 the employ of the employer for a period of thirty (30) days commencing from the first date  
10 of employment shall make application to and become and remain members in good standing  
11 of the Automotive Machinists Union, Lodge No. 289, and that the employer shall discharge  
12 any employee as to whom the Union, through its business representative, delivers to the  
13 employer a written notice that such employee is not in good standing. Provided that no  
14 employer shall justify any discrimination against an employee for non-membership in the  
15 Union:  
16

17 13.1 if he has reasonable grounds for believing that such membership was not available  
18 to the employee on the same terms and conditions generally applicable to other  
19 members; or,  
20

21 13.2 If he has reasonable grounds for believing that membership was denied or  
22 terminated for reasons other than the failure of the employee to tender the periodic  
23 dues and the initiation fees uniformly.  
24

25 13.3 The District agrees that bargaining unit members may join the Union's pension  
26 program, at the employees' expense, if electing to do this as a bargaining unit. The  
27 Union will notify the District if the bargaining unit chooses to do this and will give  
28 the District a reasonable period of time to facilitate any additional payroll deduction  
29 which is necessary to implement participation in such plan.  
30  
31

32 **14.0 RESIGNATION**  
33

34 Employees shall give fifteen (15) days notice. If there are circumstances that require  
35 resignation with less than fifteen (15) days notice, approval must be obtained from the  
36 school district.  
37  
38

39 **15.0 MANAGEMENT RIGHTS CLAUSE**  
40

41 15.1 Except to the extent specifically abridged by specific provisions of this Agreement,  
42 the Union recognizes the employers' inherent and traditional right to manage their  
43 respective businesses as has been their practice in the past. The Union recognizes  
44 the right of the employer to hire, suspend, transfer, promote, demote or discipline  
45 employees and to maintain the discipline and efficiency of its employees; the right  
46 (which shall be exercised as provided in the paragraph hereof relating to termination  
47 of employment) to layoff, terminate or otherwise relieve employees from duty  
48 because of lack of work for them to do, or for other reasons set forth in this contract,  
49 the right to establish and change work schedules and assignments and to eliminate,  
50 change or consolidate jobs; the right to direct the methods and processes of doing  
51 work to introduce new and improved work methods or equipment and to assign work  
52 to outside contractors; the right to determine the starting and quitting times and the  
53 number of hours to be worked; and the right to make and amend such reasonable

1 rules and regulations as it may deem necessary for the conduct of its business, and  
2 to require their observance.

3  
4 15.2 The exercise of the employers' rights stated herein is an exclusive function of  
5 Management. The exercise of the Management Rights herein does not modify the  
6 Union's right to appeal through the grievance procedure as set forth in this  
7 Agreement when such exercise violates the letter and intent of the Agreement in the  
8 opinion of the Union.

9  
10 15.3 The above statement of Management Rights is not intended to be exclusive and shall  
11 not be construed to limit or exclude any historical or normal rights of either  
12 Management or Union.

13  
14  
15 **16.0 SEVERABILITY**

16  
17 In the event that any provision of this Agreement shall, at any time, be declared invalid by  
18 any court of competent jurisdiction, or through government regulations or decree, such  
19 decision shall not invalidate the entire Agreement, it being the express intention of the  
20 parties hereto that all other provisions not declared invalid shall remain in full force and  
21 effect.

22  
23  
24 **17.0 ADOPTION AND RENEWAL**

25  
26 17.1 This Agreement represents the Shoreline Board of Directors' desire to pay the best  
27 salaries possible to its employees based upon the available revenues accruing to the  
28 District. A certified copy of this Salary Schedule and Provisions for Automotive  
29 Mechanics as adopted by the Board of Directors, shall be forwarded to the  
30 Automotive Machinists Union, Lodge No. 289.

31  
32 17.2 This Agreement shall take effect as of September 1, 2019 and shall be in full force  
33 and effect until August 31, 2022.

34  
35 Approved by the Board of Directors of  
36 Shoreline School District No. 412, on December 9, 2019.

37  
38  
39  
40 Signature On File  
41 Steve Miller  
42 Business Representative  
43 Automotive Machinists Union  
44 Lodge No. 160, IAM Local #289

45  
46  
47 Signature on File  
48 Rebecca Miner, Superintendent and  
49 Secretary to the Board of Directors  
Shoreline School District

46  
47 Signature on File  
48 Marla S. Miller  
49 Deputy Superintendent

SHORELINE SCHOOL DISTRICT NO. 412  
AND  
AUTOMOTIVE MECHANICS LODGE NO. 160, IAM LOCAL #289

ADDENDUM A

2019-2020 HOURLY RATE SCHEDULE

POSITION	Yrs 0-4	Yrs 5-9	Yrs 10-19	20+ Yrs
Journey Mechanic	\$35.25	\$35.55	\$35.75	\$36.00
Lead Journey Mechanic (110% of Journey Mechanic)	\$38.77	\$39.10	\$39.32	\$39.60
Preventative Maintenance Mechanic (85% of Journey Mechanic)	\$29.96	\$30.22	\$30.39	\$30.60
Parts Person/Shop Assistant	\$18.00	\$18.00	\$18.00	\$18.00

*Signature on File* \_\_\_\_\_

Steve Miller  
Automotive Machinists Union  
Business Representative  
Lodge No. 160, IAM Local #289

*Signature on File* \_\_\_\_\_

Rebecca Miner, Superintendent and  
Secretary to the Board of Directors  
Shoreline School District No. 412

11/10/2021 \_\_\_\_\_

Date

11/12/2021 \_\_\_\_\_

Date



Memorandum of Understanding  
Between  
Automotive Mechanics and  
Shoreline School District No. 412

ASE Certification Programs Eligible for Annual Stipend

The Shoreline School District and the Automotive Mechanics agree that the ASE Certification Programs Eligible for Annual Stipend, as addressed in Section 10.5 in this collective bargaining agreement, are as follows:

**Automobile & Light Truck Certification Tests (A1-A9)**

A1	-	Engine Repair
A2	-	Automatic Transmission/Transaxle
A3	-	Manual Drive Train & Axles
A4	-	Suspension & Steering
A5	-	Brakes
A6	-	Electrical/Electronic Systems
A7	-	Heating & Air Conditioning
A8	-	Engine Performance
A9	-	Light Vehicle Diesel Engines

**School Bus Certification Tests (S1-S7)**

S1	-	Body Systems & Special Equipment
S2	-	Diesel Engines
S3	-	Drive Train
S4	-	Brakes
S5	-	Suspension & Steering
S6	-	Electrical/Electronic Systems
S7	-	Air Conditioning Systems & Controls

**Master School Bus Technician (successful completion of Tests S1 through S6, above)**

**Medium-Heavy Truck Certification Tests (T1-T8)**

T1	-	Gasoline Engines (50 scored questions)
T2	-	Diesel Engines (55)
T3	-	Drive Train (40)
T4	-	Brakes (50)
T5	-	Suspension & Steering (50)
T6	-	Electrical/Electronic Systems (50)
T7	-	Heating, Ventilation & Air Conditioning (HVAC) (40)
T8	-	Preventive maintenance Inspections (50)

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**Advanced Engine Performance Specialist Certification Test (L1)**

**Electronic Diesel Engine Diagnosis Specialist Certification Test (L2)**

**Truck Equipment Certification Tests (E1-E3)**

- E1 - Truck Equipment Installation & Repair (45 scored questions)
- E2 - Electrical/Electronic Systems Installation & Repair (50)
- E3 - Auxiliary Power Systems Installation & Repair (50)

**Alternate Fuel Certification Test (F1)**

Signature on File  
Steve Miller  
Business Representative  
Automotive Machinists Union  
Lodge No. 160, IAM Local #289

Signature on File  
Marla S. Miller  
Deputy Superintendent  
Shoreline School District