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School City of East Chicago-

Articles of Agreement

for

Crafts and Teamsters

January 1, 2024 through December 31, 2026

BOARD APPROVED

MAR 26 2024

SCHOOL CITY OF EAST CHICAGO

ARTICLES OF AGREEMENT FOR CRAFTS AND TEAMSTER OF THE SCHOOL CITY OF EAST CHICAGO, INDIANA

The following Articles of Agreement made and entered into by and between the School City of East Chicago, Indiana, an equal opportunity employer, hereinafter referred to as the "School City", and the Unions affiliated with the Northwest Indiana Building and construction Trades Council, AFL- CIO, for and on behalf of the skilled and semi-skilled employees affiliated with such Unions, hereinafter referred to as the "Crafts".

ARTICLE 1 TYPES OF EMPLOYEES

For the purpose of this Agreement, the employees are classified into the following types:

Section 1 - Permanent Employees

The School City shall carry a year-round crew of skilled and semi-skilled tradesmen affiliated with Craft Unions, sufficient to meet the regular maintenance needs of the school buildings, facilities and equipment. Each person, employed as a building service employee, shall be placed on probation for a period of three (3) months. Upon approval of the Board of School Trustees, he/she shall be considered a permanent employee of the School City of East Chicago and becomes eligible for all benefits provided a permanent employee subject to the following conditions:

- 1.1** Seniority, vacation days, personal business days and sick day accumulation will be determined on the basis of the first day worked as a Board approved probationary Crafts/Teamster employee.
- 1.2** Holiday pay, sick leave, personal business leave and death in the family benefits will begin with the first day worked as a Board approved permanent Crafts/Teamsters employees.
- 1.3** Enrollment in the life and group insurance program is voluntary and must be completed within thirty (30) days of the Board approval date or the employee must prove insurability.
- 1.4** Enrollment in the Public Employees' Retirement Fund must be completed prior to the last day of the pay period in which the employee becomes eligible.
- 1.5** Job Description shall be developed by administration.
- 1.6** All new employees are subject to drug screening as a condition of employment. Drug screening will be paid for all employees.

ARTICLE 2

PROCUREMENT OF EMPLOYEES

Section 1 - Permanent Employees

For employees covered by these articles, qualified craftsmen shall be secured by the Director of Support Services or Designee. New Craft employees will be Craft Union affiliated. New Teamster employees will be Teamsters Union affiliated.

In the event the Board hires a craft employee that is not a journeyman the parties to this Agreement will meet to negotiate the appropriate compensation and training requirements for that employee.

Section 2 - Temporary Employees

An employee shall be considered "temporary" if he fails to be designated as a "permanent employee". There will be no contributions towards the Public Employee Retirement Fund (PERF) on behalf of temporary employees. Temporary employees shall be paid the prevailing wage rates as determined by the collective bargaining agreements of the various Craft Unions for the respective trades and shall be covered by Social Security. Temporary employees shall be paid for days actually worked, and will not receive pay for sick days or other short term paid leave.

ARTICLE 3

ASSIGNMENT OF WORK

The assignment of work shall be under the Director of Support Services or Designee. All trades shall be directly responsible for work performed to the Director of Support Services or Designee.

Section 1 - Hours

The normal work week shall be Monday through Friday, eight (8) hours per day, forty (40) hours per week with one half (1/2) hour for lunch.

Section 2 - Overtime

Hours worked in excess of eight (8) hours per day or in excess of forty (40) hours per week shall be compensated for at the rate of time and one half the base wage for overtime.

Pay for overtime shall not be approved unless prior written approval is given by the appropriate supervision designated by the Employer or in cases of emergencies prior oral approval is given by the appropriate supervisor designated by the Employer.

Section 3 - Report for Work Pay

Employees that report to work but are sent home early because of the closing of schools due to severe weather conditions, or any other emergency, shall receive a minimum of two (2) hours pay at time and one half..

Section 4 - Call Back Pay

Employees shall be paid a minimum of two (2) hours of pay at time and one half for each call back. To be classified as a call-back service there must be a break between the

period for which the employee was called back and the employee's regular shift.

ARTICLE 4 LEAVE OF ABSENCE

Leave of absence may be granted for conditions of ill health, military service or for Other reasons approved by the Board of School Trustees and for the length of time approved by the Board of School Trustees. No employee however, shall be granted a leave of absence to seek employment elsewhere

ARTICLE 5 POSSIBLE TRADE COOPERATIVE PROGRAM - CRAFTS ONLY

Two (2) members of the Craft organization, two (2) School City Administrators and two (2) members of the Human Rights Commission shall comprise a committee to report to the Superintendent.

ARTICLE 6 DUES DEDUCTIONS - ALL CRAFTS AND TEAMSTERS

There shall be payroll deduction by the School City for Craft and Teamster employees at the appropriate rate as stipulated by the Crafts and Teamsters in the schedule below.

The Unions shall be responsible for depositing signed dues authorization cards with the School City. The School city shall be responsible for forwarding monthly dues monies to the appropriate Craft unions and Teamsters union on behalf of the employees.

Dues Schedule

Carpenters: One percent (1%) of gross wages

Electricians: Two and one half (2 ½%) of gross wages

Painters: Three percent (3%) of gross wages

Plumbers: One percent (1%) of gross wages

Teamsters: Two and one quarter (2 ¼) times the hourly wage rate per month per employee.

ARTICLE 7

GRIEVANCE PROCEDURE

A. An employee having a grievance shall notify his Union Representative, in writing, within ten (10) days* after such grievance occurs. The grievance shall be signed by the individual submitting same. If the grievance is not signed or presented to the representative of the Union and to the administrator within ten (10) days after said incident occurs, the grievance shall not be considered valid.

B. For alleged violations of this Agreement the following procedure shall be used:

1. The aggrieved employee or his Union representative shall present the grievance to the Director of Auxiliary Services or his designee within ten (10) days after such grievance occurs. The Director of Support Services or Designee or his designee shall schedule a meeting to be held within ten (10) days of the employee's request. Within ten (10) days after such meeting the Director of Auxiliary Services or his designee shall submit his decision in writing to the Union. If no settlement is reached,
2. The Business Agent (or officer**) of the respective Union shall take the grievance up with the Superintendent of Schools or his/her designated representative. Such meeting shall be requested within ten (10) days of receipt of the decision on Step One (1). The Superintendent or his/her designated representative shall set a date for said meeting within five (5) days of the receipt of the request and shall notify the Union of this date at least two (2) days in advance of the meeting. The meeting shall take place within ten (10) days of the receipt of this request. Within seven (7) days after said meeting, the Superintendent or his/her designated representative shall submit his/her written decision to the Union. If no settlement is reached,
3. Either party (Administration or the Union) may request a meeting with the Board of School Trustees in an effort to resolve the grievance. Said request must be made within five (5) days after a decision is rendered in Step Two (2). If the grievance is not resolved by a meeting with the Board of School Trustees within thirty days from the receipt of the Second Stage Decision the Union may, within five (5) days, proceed to arbitration.
4. If the grievance is not resolved at the Second Stage and there has not been a request for a meeting with the Board of School Trustees (by either party), the Union may appeal the grievance to arbitration within ten (10) days of the receipt of the Second Stage decision.

The Union has a right to appeal to the next step in the grievance procedure whenever it does not receive a timely response from the Administration, provided said appeal is served on the Administration within ten (10) days after the Administration's response was due.

The proceeding may be initiated by notifying the Superintendent and American

Arbitration Association (AAA) of a request for arbitration.

The AAA shall be the source of the arbitrator. All costs of the aforementioned proceedings shall be defrayed as follows: one half (1/2) by the employee and/or Union and one half (1/2) by the School City of East Chicago.

The award of the arbitrator shall be advisory and non-binding on both parties. *Days - "Days" for the purposes of this grievance procedure shall mean all days other than Saturday's, Sunday's and legal holidays.

**Officer - Shop steward is not considered an officer for purposes of the grievance procedure.

ARTICLE 8 NO CESSATION OF WORK

During the term of this Agreement there shall be no cessation of work by employees.

ARTICLE 9 SECURITY CLAUSE

All employees covered by the terms of this Agreement shall be required to become and remain members of the union as a condition of their employment from and after the thirty-first (31st) day following the date of their permanent employment or the effective date of this Agreement, whichever is first.

ARTICLE 10 ABSENCE AND SICK LEAVE ALLOWANCE

Section 1 - Full Time Employees

Each year a full-time employee of the School City of East Chicago shall be eligible to receive full pay for thirteen (13) days of absence due to illness. The rate of accumulation shall be one (1) day of accumulative sick leave for every four (4) weeks of service.

Section 2 - Accumulation

Each of the thirteen (13) days allowable annually if not used, shall become a sick benefit credit and shall accumulate indefinitely as a reserve which may be drawn from as needed.

Section 3 - Leave on Account of Injury

If an employee incurs an injury during the course of employment which incapacitates him or her for any period of work, it shall be understood that during the first five (5) working days of incapacity the employee shall receive full pay without any reduction or charges against his/her accumulated sick leave.

The payment of sick leave shall be adjusted so that the total amount of compensation paid by the insurance corporation, plus the amount paid by the school's corporation as sick leave does not exceed the total compensation which would be paid if the employees were on the regular payroll. Such partial payments of sick leave as made shall also be pro-rated as against the sick leave changes so that no employees shall be charged for a day of sick leave and receive less than payment for the one (1) day of employment.

Employees who receive full payment of wages under this provision shall assign to the school corporation any checks for weekly wage benefits received by the employee from the insurance company insuring the school corporation for Workmen's Compensation until the involved employee's

Accumulated sick leave is exhausted, at which time the employee may retain such checks.

Section 4 - First Day Absence of School Year

An employee (except one without prior service) absent on sick leave the first day of the fiscal year and continuously thereafter, will be paid for the days absent to the extent of his sick day accumulation.

Full pay may be received, but not to exceed five (5) of the thirteen (13) days allowable annually when absent due to illness in the immediate family (parent, brother, sister, child, spouse, grandparent, grandchild, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law) Blood relations residing in the home as members of the household are also considered as members of the immediate family.

Section 5 - Absence Due to Death in Immediate Family

An employee is entitled to five (5) working days immediately following the death of parent, brother, sister, child or spouse and is entitled five (5) calendar days commencing immediately after the death of a grandparent grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law and also blood relations residing in the home as members of household. This is without regard to the number of days which the individual is entitled for sickness or quarantine. These days are not cumulative.

If death of parent, brother, sister, child or spouse occurs outside the continental limits, the employee must attend the funeral to be eligible. If death occurs in the second classification above, attendance at the funeral, wherever it may be, is necessary for eligibility.

Section 6 - New Employee

An individual entering service in the East Chicago Public Schools for the first time, notwithstanding sickness, injury, etc. **will not** be paid for days of the school year until performance of service has been started.

Section 7 - Absence in Excess of Five Days

An employee must present a medical certificate if the absence is due to illness in excess of five (5) consecutive days. In the event of absence in excess of five (5) days the school principal or the Director of Auxiliary Services shall verify the cause of the absence and the need for the continuance

thereof. Misrepresentation will subject the employee to such action as shall be determined by the Board of School Trustees. Also if absences due to illnesses are continuous with any other leave the days claimed as illness must be supported by medical certification.

Section 8 - Absence for Personal Business

Two (2) days personal business leave shall be allowed each year. These days are not to be deducted from cumulative sick leave. An employee must present a written request for approval to the Director of Support Services or Designee at least forty-eight (48) hours before the contemplated absence.

Repeat of absence for personal business reasons will not be granted for less than a full work day, nor will requests for personal reasons be granted for days before or after recess days and vacation periods. If personal business days are not used, they shall be added to the person's accumulated sick days on June 30th of each year.

Section 9 - Family Leave

An employee may be eligible for benefits while on unpaid leave of absence in accordance with Board policy for up to twelve (12) weeks pursuant to the Family and Medical Leave Act. An employee who believes he has been denied benefits to which he is entitled under the Family and Medical Leave Act may file a grievance at Stage 2. If the dispute is not resolved at Stage 2, the employee may file a complaint with the U.S. Department of Labor.

Section 10 - Prior Notice of Absence Required

Absence to be allowed as sick leave must be reported to the Craft's office by 7:30 a.m. of the day on which the employee is scheduled to work.

Section 11 - Prior Notice of Return to Duty Required

Employees who have been absent must notify the Craft's office before 4:00 p.m. of the proceeding day that they will report for work on the following work day. If no notification is received, it is understood that the employee will not return.

Section 12 – Donation of Sick Days

Effective January 1, 2024, employees shall be allowed to donate sick days to fellow members of their collective bargaining unit if said employee has exhausted all sick, personal, and vacation leave time. Employees may only receive as many days as needed, for a maximum of five (5) donated days per fiscal year. A request for such a donation must be made through their Union. Completed forms will be submitted to the Director of Human Resources for review. A doctor's certificate must confirm the illness and be submitted with the donation form. The donated days have no value and cannot be bought or sold.

ARTICLE 11 VACATION

Section 1 - One or More Years

Employees who have worked one (1) or more years on or before July 1 of any given year shall be allowed a vacation with full pay for two (2) weeks annually except that in his/her first year of employment he/she shall have one (1) day's pay for each month prior to July 1 with a maximum of ten (10) days. July 1st hires satisfy requirement to advance to the next vacation bracket.

Section 2 - After Seven (7) Years of Continuous Service

Those employees with more than seven (7) years of continuous service on or before July 1 of any year shall receive three (3) weeks paid vacation.

Section 3 - After Fifteen (15) Years of Continuous Service

Employees who on or before July 1 of any given year, and who shall have been in continuous employment of the School City for more than fifteen (15) years, and who continue in service shall have five (5) weeks of paid vacation.

Section 4 - After Twenty (20) Years of Continuous Service

Employees who on or before July 1 of any given year, and who shall have been in continuous employment of the School City for more than twenty (20) years, and who continue in service shall receive six (6) weeks of paid vacation.

Section 5 - Submission Request

The employee must submit his/her request for vacation leave to the Director of Support Services or Designee for official approval. Vacation must be applied for on a year round basis. Vacations must be taken in the fiscal year immediately following the fiscal year in which the credit was received.

ARTICLE 12 LEAVE OF ABSENCE

Section 1 - Reason for Which Leave May be Granted

Leave of absence may be granted for conditions of ill health, military service, pregnancy, or other reasons approved by the Board of School Trustees. No employee, however, shall be granted Leave of absence to seek employment elsewhere. Seniority shall be retained during the leave of absence. Employees must have worked one (1) year to be eligible for a leave of absence. Leave of absence may be granted for a minimum of three (3) months to a maximum of six (6) months. Letters of request must be submitted to the Director of Support Services or Designee. Persons returning from leave shall give thirty (30) days' notice prior to the desired date of return.

Section 2 - Return from Leave

In general, an employee on leave shall be entitled to return to service in the position from which he was granted leave.

ARTICLE 13 RETIREMENT

A. Employees must give one (1) year's notice prior to effective date of intended retirement. Employees retiring with fifteen (15) years or more of continuous service and at least fifty (50) years of age, or ten (10) years or more of continuous service and at least sixty-five (65) years of age, shall receive a sum equal to three hundred dollars (\$300.00) per year of service starting with the first year of service. This sum of money shall be added to the retiring employee's salary during his last year of employment. This benefit shall not apply when an employee is discharged for just cause.

B. In most cases, unused sick time is not reimbursable when an employee leaves (i.e. resignation or termination) the School City of East Chicago. However, the School City of East Chicago recognizes the value of long-term employees and therefore, employees eligible for retirement may be reimbursed for sick time under the current formula:

$$\frac{K + N - 10}{600 - 120} \times (\text{last contract annual salary})$$

K = the employee's accumulated sick leave

N = the number of years that the employee has worked in the system. The numerator of the second fraction shall be no less than zero.

The maximum number of sick time eligible for reimbursement for those retiring is 90 days.

ARTICLE 14 HEALTH AND WELFARE

The School City of East Chicago shall pay monthly, on or before the 15th calendar day of the month following the hours worked, to the regularly and properly constituted authorities of the Health and Welfare fund(s) of the craft union, or unions a sum of money agreed to by the parties to this Agreement as stated below. In the event an increase in payments to a Health and Welfare fund(s) from the School City of East Chicago is requested in writing by the craft union, or unions, involved, effective the following January 1, the School City of East Chicago shall make payment in excess of the amounts, pursuant to such request(s) and the wage set forth in the Salary Schedule of the craft employee affected shall be reduced by an amount equal to the excess over these amounts paid by the School City of East Chicago to said Health and Welfare fund(s).

All payments to the Health and Welfare fund(s) shall be in addition to the amount paid as wages indicated in the Salary Schedule. Total payments shall never exceed a total of fifty-two (52) weeks per employee or two thousand eighty (2080) hours per employee per year.

School City of East Chicago Hourly Health and Welfare Contributions Effective January 1, 2024

Carpenters	\$7.95
Electricians	\$8.13
Plumbers	\$8.20
Teamsters	SCEC

ARTICLE 15

OUTSIDE EMPLOYMENT

When an individual's outside employment interferes with his School City assignments, this could constitute grounds for termination.

Section 1 – Government Committees or Boards

The employee can receive a leave for service on government committees or boards. Payment shall be at the discretion of the Board of School Trustees.

ARTICLE 16

LONG TERM DISABILITY

Section 1 – Amount of Monthly Income

Sixty percent (60%) of your basic monthly earnings, maximum payment of one thousand dollars (\$1,000) a month. Any disability benefits payable under Social Security, Workman's Compensation and State or Federal Retirement Plans will be taken into account in determining your sixty percent (60%) benefit. There is a guaranteed fifty dollar (\$50) minimum benefit regardless of the amount of other income. Deduction for Social Security payments is now limited only to the primary benefit. Dependent Social Security payments will not be deducted.

Section 2- Benefit Waiting Period

Payments will begin after you have been disabled for ninety (90) days.

Section 3 - Duration of Payment

Payments will be made to age sixty-five (65) for both sickness and accident. Payments will be made during the first twenty-four (24) months while you are unable to perform the duties of your occupation.

After twenty-four (24) months, payment will continue while you are unable to engage in any occupation for which qualified based on education, training, or experience.

Section 4 - Taxability of Benefits

The tax-exempt status of this benefit is determined by the Internal Revenue Department regulations in effect at the time of the disability.

ARTICLE 17 ASSAULT AND BATTERY CASES

An employee who is a victim of an assault and battery while performing the duties of his employment shall have all of his medical bills and/or expenses, including dental and personal property damages, paid by the Board of School Trustees. Further, any time lost at work because of the assault and battery will not be deducted from the employee's sick days for up to one hundred eighty (180) working days.

ARTICLE 18 IDENTIFICATION CARDS

The School City, as soon as possible, shall provide all Craft's employees with identification cards which shall be of the type that the employee wears and then can detach and place in wallet or purse for identification purposes. Employees shall be required to wear same while at work.

ARTICLE 19 PAYMENT OF WAGES

Payment of wages to be based upon twenty-six (26) equal pay periods.

ARTICLE 20 PAID HOLIDAYS

Employees shall receive the following holidays:

1. New Year's Eve
2. New Year's Day
3. President's Day
4. Easter Recess - 1 Day (Office Calendar)
5. Memorial Day
6. Juneteenth
7. July 4th
8. Labor Day
9. Veteran's Day
10. Thanksgiving Holiday - 2 Days (Office Calendar)
11. Christmas Eve
12. Christmas Day
13. Martin Luther King's Birthday

If any of the foregoing holidays fall on a Saturday or Sunday, at the option of the employer, the holiday will either be observed on the Friday prior to the holiday or on the Monday following the holiday, or, the holiday may be deferred and observed as a personal vacation day to be used during the calendar year in which it occurs unless the deferred day occurs during the Christmas Recess, in which case it will be deferred to the next calendar year and used during that year. Such re-scheduling shall not disrupt the operation of the school system.

In the event students are scheduled to be in attendance on a holiday, that day will not be a paid holiday, and a requested and approved alternate day and a half (twelve hours) off will be scheduled.

ARTICLE 21

DISCIPLINE AND EMPLOYEE RIGHTS

Section 1 - Discipline and Employee's Rights in Discipline Cases

No employee who has been employed for a period in excess of ninety (90) calendar dates shall be disciplined without just cause.

No administrator who summons an employee to a conference which could reasonably be expected to result in disciplinary action, shall inform the employee in advance that the employee has the right to have a Union Representative of his or her choice attend the conference. If the employee requests a Union Representative and the request is denied, statements made by the employee in the conference may not be used in any subsequent consideration of disciplinary action against the employee.

If during a conference with an administrator an employee becomes apprehensive that the conference might lead to disciplinary action, the employee may request that the conference be rescheduled when a Union Representative may be present. If the request to reschedule the conference is denied statements made by the employee in the conference may not be used in any subsequent consideration of disciplinary action against the employee.

Section 2 - Notice of Intention

If for any reason whatsoever the employer feels it necessary to demote, transfer, suspend or terminate an employee covered by this Agreement, the employer agrees to notify the president or Business Representative of the Craft or Teamsters five (5) working days in advance of such action.

Section 3 - Personnel File

An employee shall be informed and have the right to respond in writing if anything of a derogatory nature is placed in his/her personnel file. The employee shall be provided with a copy of the material. The employee will initial and date the material to indicate that he/she has seen the material. Such signing of the material shall not be construed to indicate agreement as to the contents of the material. If the employee chooses to respond in writing, he/she shall do so within twenty (20) working days and his/her written response will be attached to the material and placed in his/her personnel file. The employer shall acknowledge receipt and placement of the written response in the employee's file. The contents shall not be subject to the grievance procedure; however, in the event of a suspension or discharge, the content of the materials and the written response may be introduced into evidence and argued on its merits by either party at any step of

the grievance procedure.

Arrangements will be made to permit an employee to review his/her personnel file within then

(10) working days of the submission of a written request to the Director of Human Resources.

Section 4 - Non-Discrimination

It is agreed "there shall be no discrimination against employees because of union affiliation or union activities or because of or based upon race, color religion, sex, or national origin".

ARTICLE 22

LAYOFF

Laid off employees shall have the right to remain on the recall list for a period of one (1) year from the date of layoff. Continuous service within the bargaining unit shall be broken and the employment relationship shall be terminated when an employee fails to give notice of intent to accept or reject a recall to a position within seven (7) calendar days or, having given notice of intent to accept the position, fails to report for work within fourteen (14) calendar days after receipt of written notice of recall to work.

ARTICLE 23

UNIFORM

Employees shall wear uniforms provided by the Employer. Said uniforms shall be at the expense of the employer. Effective July 1, 2021, and every other year thereafter, each employee shall receive a two hundred and fifty-dollar (\$250.00) work boot allowance voucher. The work boot allowance voucher shall be issued during the month of July every other year (Vendor Purchase).

ARTICLE 24

STEWARED LANGUAGE

Each Craft union and Teamsters has the right to have working Stewards. The employer shall be notified and furnished the name of the Steward. Such Stewards shall be allowed reasonable time during the regular hours without loss of pay, to see that the terms and conditions of this Agreement are observed at his shop or on his job. No Steward shall be discriminated against by the Employer because of his faithful performance of duties as Steward, nor shall any Steward be removed from the job before notice has been given to the Business Manager of the Union

ARTICLE 25

SAFETY COMMITTEE

Effective January 1, 2013, the Employer and the Craft and Teamster Unions hereby agree to establish a Safety Committee. The Safety Committee shall study and update safe work rules

for the benefit of both parties. The Chairman of the Safety Committee shall be the Director of Support Services or his designee. Representatives of the committee will be designated by the Unions and by the Employer. The Safety Committee is mandated to meet at least once each quarter and when called by the Chairman or when called by a majority of the committee members.

ARTICLE 26

PROFESSIONAL DEVELOPEMNT

Effective January 1, 2024, the Superintendent or their designated representative has the authority to decide when mandatory OSHA training will be offered to employees, and the District will cover the associated costs. Additionally, it is a requirement that all teamster and craft employees undergo at least one training specific to their field, and the District will be the expenses for this training. This training will be facilitated during the scheduled workday.

ARTICLE 27

COMPLETE AGREEMENT

It shall be understood that all former agreements between the parties hereto shall be made null and void; that this Agreement shall supersede all previous agreements, written and oral.

The by-laws of each craft union are to be in full force and effect. Copies of these by-laws shall be on file in the School City of East Chicago office of the Director of Human Resources. The craft unions agree that all changes in these by-laws shall be sent to the School City of East Chicago office of the Human Resource Director.

SALARY SCHEDULE

SCHOOL CITY OF EAST CHICAGO JANUARY 1, 2024


TEAMSTERS	JANUARY 1, 2024
HOURLY	\$26.09
BI-WEEKLY	\$2,087.20
ANNUAL	\$54,267.20
ONE YEAR STIPEND 2024	\$700.00

CRAFTS	JANUARY 1, 2024
HOURLY	\$30.15
BI-WEEKLY	\$2,411.85
ANNUAL	\$62,708.05
ONE YEAR STIPEND 2024	\$700.00

TERM OF AGREEMENT

This Agreement shall become effective January 1, 2024, and shall continue in effect through December 31, 2026. The parties agree to negotiate for each calendar year during the life of the Agreement wages and wage related fringe benefits.


Employer:

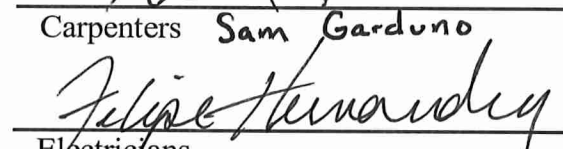



President

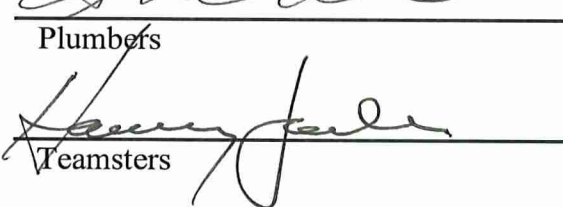
Secretary

Union:



Carpenters Sam Garduno


Electricians


Plumbers


Teamsters

Date: 3/26/2024

BOARD APPROVED

MAR 26 2024

SCHOOL CITY OF EAST CHICAGO