

Custodial Services  
SEIU Local 284

Side by Side

Proposal date: 6/25/2025 Introduced by: SEIU

Status: TA

Date: 7/16/2025

Proposed additions to the contract are shown by underline; proposed deletions are shown by ~~strikeout~~. Two-year contract, 2025-2027; change all applicable dates.

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Proposal date: 6/25/2025 Introduced by: SEIU

Status: Drop

Date: 8/14/2025

**ARTICLE IX OVERTIME**

Section 1. Employees will be compensated at one and one-half (1 ½) times the employee's regular pay rate for hours worked in excess of the employee's regular ~~work week, daily shift~~ except on Sundays and holidays. Employees may elect to take one and one-half (1 ½) hours off for each hour of overtime worked in lieu of overtime pay providing the work has been for Independent School District 191 and meets with the approval of the Director of Operations.

Section 2. Time worked on Sundays or holidays shall be compensated at double time.

Section 3. Administration will assign overtime and employees will work when such overtime is assigned in emergencies. Scheduled overtime will be offered on the basis of rotating seniority, giving an employee the option of the best available shifts based on seniority.

Section 6. Overtime is incurred when an employee renders service ~~at the specific direction of the Employer in excess of more than 40 hours in a work week worked.~~ A calendar ~~work~~ week commences at 12:01 a.m. on Sunday and ends the following Sunday at 12:00 a.m. Bereavement ~~absence, family illness absence, vacations, and ESST/sick time~~ personal illness absence will be considered as time worked in calculating overtime. ~~However, if the an employee takes a personal illness absence uses ESST/sick time on the first or last day of the employee's scheduled work week, a Monday or a Friday, those days that time shall not count as time worked in calculating overtime. If the employee works a Tuesday through Saturday shift, a personal illness absence on a Tuesday or Saturday will not be counted as time worked in calculating overtime.~~

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**ARTICLE IX OVERTIME**

Section 6. Overtime is incurred when an employee renders service at the specific direction of the Employer in excess of 40 hours worked. A calendar week commences at 12:01 a.m. on Sunday and ends the following Sunday at 12:00 a.m. ~~Bereavement absence, family illness absence, vacations, and personal illness absence~~ ESST will be considered as time worked in calculating overtime. ~~If if the employee takes a personal illness absence on a Monday or a Friday, those days shall not count as time worked in calculating overtime.~~ absence occurs Tuesday through Thursday. If the employee works a Tuesday through Saturday shift, ~~a personal illness absence on a Tuesday or Saturday will not be counted as time worked in calculating overtime.~~ vacations and ESST will be considered as time worked in calculating overtime if the absence occurs Wednesday through Friday. The first and last day of an employee's work week must be worked to be considered as time worked.

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Section 6. **Weekly Overtime:** Overtime is incurred when an employee renders service at the specific direction of the Employer ~~in excess of more than 40 hours worked.~~ A calendar ~~work~~ week commences at 12:01 a.m. on Sunday and ends the following Sunday at 12:00 a.m. Bereavement ~~absence, family illness absence, vacations, and ESST/sick time~~ personal illness absence will be considered as time worked in calculating overtime. ~~However, if the an employee takes a personal illness absence uses ESST/sick time on the first or last day of the employee's scheduled work week, a Monday or a Friday, those days that time shall not count as time worked in calculating overtime. If the employee works a Tuesday through Saturday shift, a personal illness absence on a Tuesday or Saturday will not be counted as time worked in calculating overtime.~~

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**Article XVI Sick Time (Employee Sick and Safe Time)**

*Simply add Employee for clarity*

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**ARTICLE XVI  
SICK TIME (SICK AND SAFE TIME)**

Section 4. Sick Leave may be used according to MN Statute 181.9447. ~~Employees can use their earned sick time for the employee's mental or physical illness, treatment or preventive care; a family member's mental or physical illness, treatment or preventive care; absence due to domestic abuse;~~

sexual assault or stalking of the employee or a family member; closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency; and when determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease.

Section 5. Family members are defined as their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent); their spouse or registered domestic partner; their sibling, stepsibling or foster sibling; their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child; their grandchild, foster grandchild or step grandchild; their grandparent or step grandparent; a child of a sibling of the employee; a sibling of the parents of the employee; a child-in-law or sibling-in-law; any of the family members listed above of an employee's spouse or registered domestic partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and up to one individual annually designated by the employee.

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Union wishes to keep existing contract language.

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**ARTICLE XIX  
BEREAVEMENT ABSENCE**

An employee may take up to five (5) days of paid bereavement leave per event for any death(s) that occurs in the employee's immediate family. For purposes of this Agreement, "immediate family" includes a spouse, children, parents or equivalent, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews and equivalent in-laws. The Executive Director of Administrative Services may, in their sole discretion, grant up to ten (10) additional days of bereavement leave per school year for reasons such as multiple deaths in the immediate family, out-of-state funerals or other extenuating circumstances.

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**ARTICLE XIX  
BEREAVEMENT ABSENCE**

An employee may take up to five (5) days of paid bereavement Sick Leave (ESST) leave per event for any death(s) that occurs in the employee's immediate family. For purposes of this Agreement, "immediate family" includes a spouse, children, parents or equivalent, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews and equivalent in-laws. The Executive Director of Administrative Services may, in their sole discretion, grant up to ten (10) additional days of bereavement available ESST leave per school year for reasons such as multiple deaths in the immediate family, out-of-state funerals or other extenuating circumstances.

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**ARTICLE XVI  
SICK TIME (SICK AND SAFE TIME ESST)**

Section 3. To protect the health and welfare of students and staff, administration has the responsibility to check absences by employees. When an employee has been absent for three (3) or more consecutive days or following a conference for which directives have been provided to the employee addressing a suspicious pattern of use, A physician's note will be required to verify illness and the ability to return to work:

- When an employee has been absent for two (2) or more consecutive days;
- Or, following a conference for which directives have been provided to the employee addressing a suspicious pattern of use;
- Or, when a sick leave absence occurs immediately before or after a holiday;
- Or, when a sick leave absence occurs immediately before or after a vacation day.

Employees who do not comply will be subject to disciplinary action.

- Will drop proposal for Article XVI Section 4 and 5.
- Will drop proposal for Article XIX Bereavement Absence

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**ARTICLE XXIV**  
**Section 4 See Attachment**

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ARTICLE XXIV

Section 4. Uniforms:

Subd. 1. Effective July 1, 2015 2025, uniforms as recommended by a committee consisting of three District appointed and three union appointed employees will be worn at all times when at the work site upon completion of the probationary period. The committee will establish uniform options including such things as shirts, pants, jackets, rain jackets, boots/shoes, etc. which may be purchased from a cafeteria total of the district's selected vendor equal equivalent to the cost of three uniforms. New employees shall be provided five uniforms for the first year of employment. In addition, employees will be reimbursed up to \$150 annually on safety toe protective footwear. Employees must submit a receipt for reimbursement.

Subd. 2. If an employee resigns or is terminated prior to completing their first year of employment, the pro-rated cost of the uniforms shall be deducted from the final paycheck.

Subd. 3. Failure to wear uniforms will result in discipline as per Article VIII Discipline.

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Classification	Job Title	Step 1	Step 2	Step 3	Step 4
Level 1	General Night Custodian	19.80	22.95	26.00	27.00
Level 2	Courier	21.00	23.95	27.10	28.10
	General Day Custodian				
	Grounds				
	Pool Custodian				
Level 3	Building Lead	21.50	24.45	28.20	29.25
	Warehouse Lead				
Level 4	Maintenance	30.05	30.05	30.05	30.30

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CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.50	\$ 21.70	\$ 24.75	\$ 25.80
LVL II	LVL II -- COURIER	\$ 19.70	\$ 22.70	\$ 25.90	\$ 26.90
	LVL II -- GENERAL (A Shift)				
	LVL II -- GROUNDS				
	LVL II -- POOL				
LVL III	LVL III - BUILDING LEAD	\$ 20.20	\$ 23.20	\$ 27.00	\$ 28.05
	LVL III - WAREHOUSE LEAD				
LVL IV	LVL IV - MAINTENANCE	\$ 28.85	\$ 28.85	\$ 28.85	\$ 29.10
CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.70	\$ 21.95	\$ 25.00	\$ 26.10
LVL II	LVL II -- COURIER	\$ 19.90	\$ 22.95	\$ 26.20	\$ 27.20
	LVL II -- GENERAL (A Shift)				
	LVL II -- GROUNDS				
	LVL II -- POOL				
LVL III	LVL III - BUILDING LEAD	\$ 20.45	\$ 23.45	\$ 27.30	\$ 28.35
	LVL III - WAREHOUSE LEAD				
LVL IV	LVL IV - MAINTENANCE	\$ 29.15	\$ 29.15	\$ 29.15	\$ 29.40

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YEAR 1	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.55	\$ 21.70	\$ 24.80	\$ 25.80
	LVL II	LVL II -- COURIER	\$ 19.75	\$ 22.70	\$ 25.90	\$ 26.90
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.25	\$ 23.25	\$ 27.00	\$ 28.10
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 28.90	\$ 28.90	\$ 28.90	\$ 29.15
YEAR 2	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.80	\$ 21.95	\$ 25.10	\$ 26.10
	LVL II	LVL II -- COURIER	\$ 20.00	\$ 22.95	\$ 26.20	\$ 27.20
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.50	\$ 23.55	\$ 27.30	\$ 28.45
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 29.25	\$ 29.25	\$ 29.25	\$ 29.50

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YEAR 1	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.65	\$ 21.85	\$ 25.00	\$ 26.00
	LVL II	LVL II -- COURIER	\$ 19.90	\$ 22.90	\$ 26.10	\$ 27.10
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.40	\$ 23.40	\$ 27.20	\$ 28.30
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 29.10	\$ 29.10	\$ 29.10	\$ 29.35
YEAR 2	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 19.00	\$ 22.30	\$ 25.50	\$ 26.50
	LVL II	LVL II -- COURIER	\$ 20.30	\$ 23.35	\$ 26.60	\$ 27.65
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.80	\$ 23.85	\$ 27.75	\$ 28.85
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 29.65	\$ 29.65	\$ 29.65	\$ 29.90

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YEAR 1	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.70	\$ 21.90	\$ 25.00	\$ 26.05
	LVL II	LVL II -- COURIER	\$ 19.90	\$ 22.90	\$ 26.15	\$ 27.15
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.40	\$ 23.45	\$ 27.25	\$ 28.35
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 29.15	\$ 29.15	\$ 29.15	\$ 29.40
YEAR 2	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 19.10	\$ 22.35	\$ 25.50	\$ 26.60
	LVL II	LVL II -- COURIER	\$ 20.30	\$ 23.40	\$ 26.70	\$ 27.70
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.85	\$ 23.95	\$ 27.80	\$ 28.95
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 29.75	\$ 29.75	\$ 29.75	\$ 30.00

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YEAR 1	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.50	\$ 21.70	\$ 24.75	\$ 26.10
	LVL II	LVL II -- COURIER	\$ 19.70	\$ 22.70	\$ 25.90	\$ 27.20
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.20	\$ 23.20	\$ 27.00	\$ 28.40
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 28.85	\$ 28.85	\$ 28.85	\$ 29.45
YEAR 2	CLASSIFICATION	JOB DESCRIPTION	Step 1	Step 2	Step 3	Step 4
	LVL I	LVL I -- GENERAL (B&C Shift)	\$ 18.70	\$ 21.95	\$ 25.00	\$ 26.70
	LVL II	LVL II -- COURIER	\$ 19.90	\$ 22.95	\$ 26.20	\$ 27.85
		LVL II -- GENERAL (A Shift)				
		LVL II -- GROUNDS				
		LVL II -- POOL				
	LVL III	LVL III - BUILDING LEAD	\$ 20.45	\$ 23.45	\$ 27.30	\$ 29.05
		LVL III - WAREHOUSE LEAD				
	LVL IV	LVL IV - MAINTENANCE	\$ 29.15	\$ 29.15	\$ 29.15	\$ 30.15

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Employees called back to work, whether immediately after their shift ends or at a later time, after concluding their assigned work shift for the day, will be paid at the above defined overtime rate for the actual time worked with a minimum allowance of three (3) hours.

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**Article X Call Back Pay**

Section 1. Employees called back to work, whether immediately after or at a later time, after concluding their assigned work shift for the day, will be paid at the overtime rate for the actual time worked with a minimum allowance of three (3) hours.

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Section 1. **Daily Overtime** Employees will be compensated at one and one-half (1 ½) times the employee's regular pay rate for hours worked in excess of the employee's regular daily shift except on Sundays and holidays. Employees may elect to take one and one-half (1 ½) hours off for each hour of overtime worked in lieu of overtime pay providing the work has been for Independent School District 191 and meets with the approval of the Director of Operations.

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Differentials	2024-25	2025-27		2023-25	2025-27
BHS Building Lead	\$1.50/hr	\$1.50/hr	Special Boiler/Second Class	\$0.25/hr	
B Shift	\$0.55/hr	\$0.55/hr	Special Boiler		\$0.25
C Shift	\$0.60/hr	\$0.60/hr	Second Class Boiler		\$0.40
Tuesday-Saturday Shift (excluding Pool)	\$0.65/hr	\$0.65/hr	First Class Boiler	\$0.50/hr	\$0.60
			Chief Boiler	\$0.75/hr	\$0.85
			Registered Unlicensed Electrician		\$0.20
			Journeyman Electrician	\$0.50/hr	

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Section 1. Longevity: Based on the chart below, employees who have completed the identified years of employment will receive the additional amount per hour based on the base rate for the classification currently held.

	2023-2025	2025-2027
Beginning 4th year of employment through 9th year	\$0.50	\$0.75
Beginning 10th year of employment through 15th year	\$0.75	\$1.00
Beginning 16th year of employment	\$1.00	\$1.25

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