

Cornell University
ILR School

NYS PERB Contract Collection – Metadata Header

This contract is provided by the Martin P. Catherwood Library, ILR School, Cornell University. The information provided is for noncommercial educational use only.

Some variations from the original paper document may have occurred during the digitization process, and some appendices or tables may be absent. Subsequent changes, revisions, and corrections may apply to this document.

For more information about the PERB Contract Collection, see <http://digitalcommons.ilr.cornell.edu/perbcontracts/>

Or contact us:

Catherwood Library, Ives Hall, Cornell University, Ithaca, NY 14853
607-254-5370 ilrref@cornell.edu

Contract Database Metadata Elements

Title: **Central Square Central School District and Central Square Central School District Food Service Unit, Service Employees International Union (SEIU), AFL-CIO, Service Employees International Union Local 200 United (2004)**

Employer Name: **Central Square Central School District**

Union: **Central Square Central School District Food Service Unit, Service Employees International Union (SEIU), AFL-CIO**

Local: **Service Employees International Union 200 United**

Effective Date: **07/01/04**

Expiration Date: **06/30/06**

PERB ID Number: **4740**

Unit Size: **46**

Number of Pages: **28**

For additional research information and assistance, please visit the Research page of the Catherwood website - <http://www.ilr.cornell.edu/library/research/>

For additional information on the ILR School, <http://www.ilr.cornell.edu/>

Agreement

Between the

*Service Employees International Union
Local 200 United, S.E.I.U., AFL-CIO
Food Service*

and the

Central Square Central School District



RECEIVED

FEB 28 2006

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

*July 1, 2004
Through
June 30, 2006*

46
employees

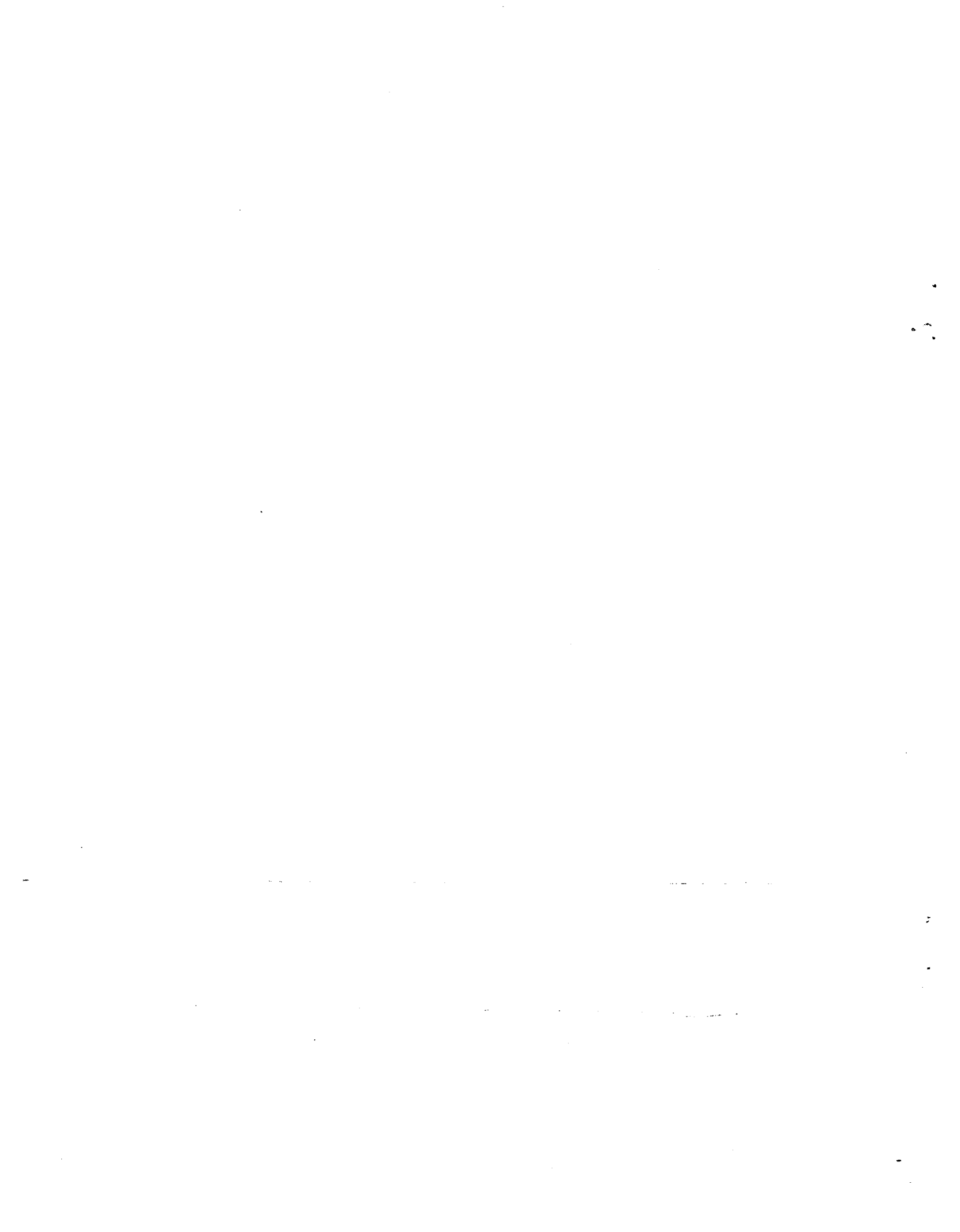


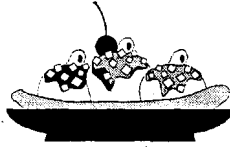
Table of Contents



Central Square SEIU – Food Service

	Page
Agreement	1
Article 1 Recognition and Union Status.....	2
Article 2 Union Security.....	2
Article 3 No-Strike Pledge.....	3
Article 4 Management Rights.....	3
Article 5 Negotiation Procedure.....	4
Article 6 Grievance/Arbitration.....	4
Article 7 Discipline and Discharge.....	6
Article 8 Seniority.....	7
Article 9 Job Posting.....	7
Article 10 Physical Examination.....	8
Article 11 Special Functions.....	8
Article 12 Visitation.....	9
Article 13 Bulletin Board.....	9
Article 14 Conferences.....	9
Article 15 Payroll Deductions.....	10
Article 16 Jury Duty.....	10
Article 17 Contracting and Sub-Contracting.....	10
Article 18 Leaves of Absence.....	11
Article 19 Retirement.....	11
Article 20 Health Insurance.....	11
Article 21 Bereavement Time.....	13
Article 22 Personal Days.....	13
Article 23 Sick Leave.....	14
Article 24 Holidays.....	15
Article 25 Breaks.....	16
Article 26 Inclement Weather.....	16

Table of Contents - Page 2



Central Square SEIU – Food Service

	Page
Article 27 Longevity.....	17
Article 28 Full Time.....	17
Article 29 Working Year.....	17
Article 30 Length of Coverage	17
Article 31 Employee Protection	18
Article 32 Past Conditions	18
Article 33 Out-of-Classification Differential	18
Article 34 General Conditions	18
Article 35 Overtime	19
Article 36 Uniforms	20
Article 37 Inventory	20
Article 38 Wages	21
Article 39 Disability Benefit Plan	22
Contract Signatures and Certifications	23

This Agreement is made by and between the
Central Square Central School District
hereinafter termed the “**District**” and the
Service Employees International Union (SEIU), Local 200 United,
AFL-CIO of Syracuse, New York,
hereinafter termed the “**Union.**”

ARTICLE 1

Recognition and Union Status

- 1.1 The District recognizes the Union for the purpose of collective bargaining for all regular employees in the job titles of: Main Production Cook, Cook/Manager, Food Service Helper and Motor Vehicle Operator.
- 1.2 Should any new job titles be created during the life of this Agreement which encompass the range of duties performed by members of this bargaining unit, the District will confer with and notify the bargaining unit of such titles.
- 1.3 During the duration of this Agreement, the District agrees to negotiate exclusively with the Union.

ARTICLE 2

Union Security

- 2.1 The Superintendent of the Central Square Central School District agrees to deduct from the salaries of its employees' dues or agency fee for Local 200 United, Service Employees International Union. Said employees individually and voluntarily authorize the Superintendent to deduct and to transmit the monies promptly to the Local 200 United. Employees' authorization will be in writing in the form set forth below.

PAYROLL DEDUCTION AUTHORIZATION

(Print)Last Name	First	Initial	Building
------------------	-------	---------	----------

TO: Superintendent of Central Square Central Square District pursuant to Chapter 392, Laws of 1967, I hereby designate Local 200 United, Service Employees International Union, as my representative for the purpose of collective negotiations, and I hereby request and authorize you, according to the arrangements agreed upon with such Union, to deduct from my salary and transmit to the Union the dues as certified by the Union. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and relieve the Superintendent and the Board of Education and all its officers from liability thereof.

This authority will be continuous while employed in this school system until withdrawn by written notice.

Employee Signature	Date
--------------------	------

Article 2 (continued)

- 2.2 The Union will certify to the Superintendent in writing the current rate of its membership dues. If the Union changes the rate of its membership dues, it will give the Superintendent thirty (30) days' notice prior to the effective date of such change.

- 2.3 Deductions will be made in the following manner: The total annual membership dues for the Union as certified above will be deducted in equal installments beginning with the first payroll in September. The Union will provide the Superintendent with a list and the original signed dues authorization cards of those employees who have voluntarily authorized the Superintendent to deduct dues for the Union.
- 2.4 New employees to the District hired after the beginning of the deduction period will have deductions according to an individual prorated schedule.
- 2.5 Effective October 1 of each calendar year, the District will supply to the Union, a complete list of bargaining unit employees including their date of hire, address, classification and current hourly rate of pay.
- 2.6 Effective the first of each month of each calendar year, the District will supply to the Union and Divisional President, a complete list of bargaining unit employees, including their date of hire, dues deducted and classification.

ARTICLE 3

No Strike Pledge

- 3.1 The Union hereby affirms a policy that it does not assert the right to strike against the school system, nor will it assist in or take part in any such strike by the employee, nor will it impose any obligation on such employees to conduct, assist, or participate in a strike.

ARTICLE 4

Management Rights

- 4.1 The Union recognizes the exclusive right and authority of the District to manage its operation and conduct its business. In no way will it interfere with the District's decision making process.
- 4.2 It is understood and agreed that all rights, powers, or authority the District had prior to signing this Agreement are retained by the District except those specifically abridged, deleted, or modified by this Agreement.

ARTICLE 5

Negotiation Procedure

- 5.1 The parties hereby agree that no later than March 1, prior to the expiration of the contract period of this Agreement, they will enter into collective bargaining negotiation.

- 5.2 It is further understood and agreed that any and all tentative agreements reached between the representative negotiating teams will not become binding on either party until ratified by the District and the employees of the Central Square Central School District who hold membership in the Union.
- 5.3 The term “collective bargaining” shall include conditions of employment as interpreted under the Taylor Law.
- 5.4 The District agrees that it will provide the Union with copies of the school lunch budget.
- 5.5 If any agreement is not reached by May 1, either party may request that PERB assist the parties in reaching a settlement. As a result of such assistance, it is agreed that the areas of disagreement will be stipulated and that mediation and/or fact finding will be requested of PERB by the parties.
- 5.6 If any provision of this agreement or any application of this agreement should be found contrary to law, then such provision or application will be deemed invalid except to the extent permitted by law, but all other provisions and application will continue in full force and effect.

ARTICLE 6

Grievance/Arbitration

6.1 Definition of Grievance

A grievance is a dispute concerning the interpretation, application, or claimed violation of a specific term or provision of this Agreement.

6.2 Procedure

For the raising and processing of a grievance:

Article 6.2 (continued)

Step 1 – Informal Stage

A grievance shall first be discussed orally by the grievant, with or without representation by the Association and the immediate supervisor.

Step 2 – Formal Stage

- A. Any grievance not resolved in Step 1 shall be reduced to writing, signed by the employee, and presented to the Chief School Administrator or his designee within twenty days following the occurrence giving rise to the grievance. The written grievance must be signed together with a statement of the facts surrounding the grievance. If grievance involve members of the bargaining unit, the Union may file the written grievance.
- B. The Chief School Administrator will call a meeting of the parties within twenty (20) days of the date of the presentation of the written grievance. The Unit president will be present at this meeting.
- C. Within ten (10) regular workdays after the meeting, the Chief School Administrator will deliver his decision in writing to the grievant with a copy to the Unit president.

Step 3 – Arbitration

- A. If the grievance remains unresolved after the conclusion of Step 2, the Union may, within a time limit of twenty (20) calendar days after receipt of the Step 2 answer, submit the unresolved grievance in writing (copy to the Chief Administrator) to a mutually agreed upon arbitrator, or, if none, to the American Arbitration Association.
- B. The arbitrator selected shall hear the matter promptly and will issue his/her decision not later than thirty (30) calendar days from the date of the close of the hearings, or if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her.
- C. The decision or award rendered by the designated arbitrator shall be advisory only and non-binding on the parties.
- D. The fees and expenses of the arbitrator will be shared equally by the Board and the Union.

Article 6.2 (continued)

- E. The Union shall have the option of waiving the Step 3 advisory arbitration state, and proceed directly from Step 2 to Step 4.

Step 4 – Appeal Stage

- A. Within twenty (20) school days after receipt of the arbitrators' recommendation or after receipt of the Chief School Administrator's decision in Step 2, in the event that Step 3 advisory arbitration is waived, the Board will convene an executive session on the grievance. Within twenty (20) school days after the session, the Board will issue the final decision on the grievance.

ARTICLE 7

Discipline and Discharge

- 7.1 The District agrees that no employee who has completed the probationary period (90 days) as a regular employee shall be subject to disciplinary action or discharge without bonafide and adequate cause. Any inquiry into the question of bonafide and adequate cause shall be limited to a determination whether or not the actions of the District were arbitrary, capricious, or unreasonable.
- 7.2 Upon quitting, discharge, or other separation from employment, the District shall pay all money due the employee by the end of the pay period next following the terminating date of his/her service.
- 7.3 An employee shall return to his/her immediate supervisor any school property in his/her possession or assigned to him/her in substantially the same condition as when received, reasonable wear and tear accepted, prior to receiving his/her final pay upon separation from employment. Failure to do so shall render the employee liable for the payment of the fair and reasonable value thereof.
- 7.4 The employees agree to train the respective replacement for a period of at least one (1) week during the last two (2) weeks of employment if requested to do so by the District.
- 7.5 Any employee will give the District two (2) weeks notice prior to terminating his/her employment. The District will give the employee two (2) weeks notice prior to terminating his/her employment. This Section does not apply to dismissal for disciplinary actions.

Article 7 (continued)

- 7.6 Any employee disciplined or discharged shall be entitled to file a grievance under the grievance procedure in this Agreement.

ARTICLE 8

Seniority

- 8.1 Seniority shall begin with the date of appointment to a vacant regular position by the Board of Education in a job classification of this unit and shall be based on continuous employment with the District, with the exception of a leave of absence granted by the Board of Education. If conflict should arise regarding the

similarity of date of appointment, then the date of Superintendent's approval shall determine seniority.

- 8.2** In all cases of layoffs, job classification seniority will govern with due consideration for ability to perform the particular job. When the employer rehires any employees in a job classification, the employees on layoff from said job classification shall be rehired in reverse order in which they were laid off. In the event that the employer needs additional employees in said classification, he shall then offer such work, up to one year, to employees on layoff in other job classifications in accordance with their employee seniority, provided the District determines such employees are capable of performing the available work.

ARTICLE 9

Job Posting

- 9.1** Employees in this unit will have an opportunity to bid on job openings within the unit whenever they occur. Vacancies will be posted within seven (7) days of vacancy occurring.
- 9.2** Such job postings shall be posted for at least seven (7) working days prior to the final selection of an employee to fill such job(s).
- 9.3** The posting shall include the job title, the qualifications for the job, and the rate of pay.
- 9.4** When more than one applicant for a job opening exists, qualifications will be considered. Then if all factors are equal, seniority shall be a deciding factor.
- 9.5** An employee who successfully bids on a promotional position shall serve a trial period of up to three (3) months. If the employee does not successfully complete the trial period, or

Article 9.5 (continued)

chooses not to complete the trial period, he/she shall be returned to his/her former position and former rate of pay without loss of seniority.

The position held by an employee during his/her trial period will be filled with a temporary employee until the trial period ends.

ARTICLE 10

Physical Examination

- 10.1** All employees of the unit are required to have a physical examination every other year and a T.B. test yearly before the opening of school in September. The employees will submit the results of said examination on the form provided by the District to the personnel office by the opening of school.
- 10.2** Employees shall receive said physical examination from one of the District's physicians at no charge to the employee.

ARTICLE 11

Special Functions

- 11.1** From time to time, the Food Service Department is required to provide service during the evening or on weekends. An employee who signs up for special functions shall have the right, upon request, to one (1) refusal. If an employee refuses, the employee's name will be placed at the bottom of the list. Such lists shall be maintained by the building.
- 11.2** In the event an insufficient number of people sign up for special functions or all individuals on said list refuse to work, the Food Service Manager may assign individuals to work the special event from among the bargaining unit on the basis of inverse seniority and job performance.
- 11.3** Employees working on special functions shall receive time and one half their hourly rate for the hours worked at such special functions.
- 11.4** The District will give the Food Service Department forty-eight (48) hours notice whenever possible prior to any special functions. This also includes time that is needed to prepare cakes, cookies, etc., for special functions that occur during the daytime hours.

Article 11 (continued)

- 11.5** Employees may be required to attend staff meetings. Employees who attend such meetings will be paid for the length of the meeting at their regular hourly rate of pay and will receive a minimum of one (1) hour's pay for such attendance, if such meeting occurs wholly outside the employee's normal work schedule.

ARTICLE 12

Visitation

- 12.1** Employee unit representatives shall have the right to visit the District and discuss business with District employees as long as they confine their discussion to business and it does not interfere with the job responsibilities of the employee.

ARTICLE 13

Bulletin Board

- 13.1** The District will furnish a bulletin board at a convenient location for Union announcements, job postings, meeting notices, and Civil Service tests. Each building will be provided with a bulletin board for union information.

ARTICLE 14

Conferences

- 14.1** Employees shall be paid for any conferences that the District requires them to attend. The District will be responsible for all normal expenses, which result from attendance. Whenever possible, the attendance will take place on the Superintendent Conference Day, and compensation will be at the regular rate of payment for the duration.
- 14.2** Employees who work in the kitchen on Superintendent Conference Day will be paid for each hour worked plus \$1.00/hr.; i.e. Banquet Rate.

ARTICLE 15

Payroll Deductions

- 15.1** The District will deduct from the employee's pay the cost of U. S. Savings Bond per month on request after completion of proper authorization forms.
- 15.2** Application for Bond-A-Month must be made in June preceding deduction year and not changed during the year.
- 15.3** Deductions may be authorized to a single credit union, Oswego Teachers Federal Credit Union #14436.

ARTICLE 16

Jury Duty

- 16.1** An employee required to perform jury duty on a regularly scheduled work day shall receive for each day served their regular rate of pay. Per diem compensation received for such jury shall be returned to the District.
- 16.2** Time loss will not be deducted from any leave time.
- 16.3** If an employee is not required to serve, he/she will return to work. However, should an employee actually report for jury duty, he/she will not be required to work for that day.

ARTICLE 17

Contracting and Sub-Contracting

- 17.1** If, during the duration of this Agreement, the District determines to contract or sub-contract any or all of the operations performed by members of this bargaining unit, the District shall negotiate the impact (as defined by New York Public Employment Relations Board) of such decision upon the members of this bargaining unit.

ARTICLE 18

Leaves of Absence

- 18.1** Requests in writing for a leave of absence up to one (1) year in duration may be granted upon recommendation of the Superintendent and approval by the Board of Education. Such leave will be without pay or benefits.
- 18.2** Benefits will not be accrued during the leaves of absence.
- 18.3** At the expiration of said leave of absence, the employee will be returned to a position in the class of employment in which he/she served at the time of leave commencement.

ARTICLE 19

Retirement

- 19.1** All employees covered by this Agreement that are eligible shall have the opportunity to join the New York State Employees Retirement System.
- 19.2** For employees hired prior to July 1, 1973, the "20" year new career non-contributing plan (75-i) shall be in effect.
- 19.3** For those employees hired after July 1, 1973, and prior to June 30, 1976, the New York State Employees Retirement Plan as designated in Section 448 of the Retirement and Social Security Law shall be in effect. Section 75-i shall also be applicable to those hired between those dates and are members of Tier II.
- 19.4** For those employees hired after July 1, 1976, the contributory plan defined by Chapter 890 of the Laws of 1976 (Article 14 of the Retirement and Social Security Law) or succeeding plans as adopted by the New York State Legislature shall be in effect.

ARTICLE 20

Health Insurance

- 20.1** The District will participate in the Blue Cross/Blue Shield of Central New York (Syracuse Plan) offering BC/BS and Major Medical coverage, or equivalent plan, to current employees and future retirees.
- 20.2** The District shall pay the following amount in accordance with the regularly scheduled work week of the employee involved.

Article 20.2 (continued)

Average Hours District Contribution Regularly Scheduled Coverage	District Contribution To Individual Coverage	To Dependent
40	88%	88%
35-39	88%	88%
30-34	83%	83%
20-29	78%	78%
All Others	None	None

The District will make available to all employees the IRS 125 Option for Health and Dental Insurance contributions.

- 20.3** The liability of the District shall be limited to those employees who actually enroll in the Plan.
- 20.4** Enrollment in the Plan shall be limited to those periods prescribed by the agreement with the insurance carrier.
- 20.5** Employees who have coverage in any other manner, other than actually paying for their own coverage, may waive their right to be covered by the District.
- 20.6** If husband and wife are employed by the District, the District agrees to pay 100% of the Family Plan or PHP Plan at the employee's option.
- 20.7** For all employees eligible for health insurance the District will make an annual contribution for the purpose of allowing the employee to participate in an approved group dental insurance plan if he/she so chooses. Employees choosing not to participate in the plan above will be given \$100 annually in lieu of dental insurance. The District contribution for those electing coverage shall be:

	<u>2001</u>	<u>2002</u>	<u>2003</u>
Employee Basic & Prosthetic	\$127	\$133	\$211
Employee Basic & Prosthetic + One Dependent Basic	\$194	\$200	\$253
Employee Basic & Prosthetic + Family Basic	\$250	\$256	\$313

Article 20 (continued)

- 20.8** The District will pay 50% of the total cost of the individual retiree coverage and will pay 35% of the total cost for additional individual or family coverage for

present and future bargaining unit retirees. This will be according to current practices as already instituted by the District.

ARTICLE 21

Bereavement Time

- 21.1 All employees are eligible to receive up to four (4) consecutive days off with pay per year upon the death of a member of the immediate family (father, mother, sister, brother, son, daughter, grandparents, grandchildren, spouses, mother-in-law, father-in-law) for scheduled work days missed between the day of death and the funeral day. The pay awarded will be equivalent to the employee's regular work day.
- 21.2 Upon request to the Superintendent, one (1) additional day may be granted for deaths of other close relatives.
- 21.3 In instances of death in the immediate family as listed in 21.1, the Superintendent, at his discretion, may grant additional days when needed.

ARTICLE 22

Personal Days

- 22.1 **Motor Vehicle Operators, Cook/Managers and Main Production Cooks** shall receive three (3) days with pay per year for personal leave purposes. **Full-Time Food Service Helpers** shall receive two (2) days and **Permanent Part-Time Food Service Helpers** shall receive one (1) day with pay per year for personal leave purposes. Personal leave purposes shall be defined as business that cannot be attended to during non-working hours; that is, appointments beyond the control of the employee.
- 22.2 It is the specific intent that the leaves provided in this section are not granted for the purpose of a "day off" or holiday or to supplement a legal holiday or vacation. Abuse of this privilege shall be cause for appropriate disciplinary action.
- 22.3 All unused personal leave will be added to the employee's accumulated sick leave at the end of the fiscal year.

Article 22 (continued)

- 22.4 If personal leave is necessary beyond that available to an employee for illness or death in the immediate family, such employee will be allowed, with the Superintendent's approval, three (3) additional days per year from available accumulated sick leave.

- 22.5 Consistent with Article 30, Personal Leave, Sick Leave and Paid Holidays will commence upon completion of probationary period.

ARTICLE 23

Sick Leave

23.1 Main Production Cooks and Cook/Managers

Employees in these job categories shall be eligible to receive up to seven (7) sick days per year for personal illness or serious illness in their immediate family.

Full Time Food Service Workers

Employees in this job category shall be eligible to receive up to four (4) sick days per year for personal illness or serious illness in their immediate family.

Permanent Part-Time Food Service Workers

Employees in this job category shall be eligible to receive up to three (3) sick days per year for personal illness or serious illness in their immediate family.

School Lunch Drivers

Employees in this job category shall be eligible to receive up to seven (7) sick days per year for personal illness or serious illness in their immediate family.

- 23.2 Sick leave shall be awarded on the basis of one (1) day being equivalent to the average number of paid hours in a normal day for the individual and may be accumulated to a maximum of one hundred (100) days effective July 1, 2001.

- 23.3 After three (3) consecutive sick days, the District may, at its discretion, require the employee to provide a doctor's certificate for additional sick days in order to qualify for sick leave pay.

- 23.4 An accounting of accumulated sick leave will be given to each employee at the beginning of each school year.

Article 23 (continued)

- 23.5 Upon retirement under provision of the New York State Employee Retirement System, each day of unused sick leave accumulated at the time of retirement will be converted to a per diem amount of \$25.00 for the duration of the agreement to be paid to the retiree at the time of retirement.

ARTICLE 24

Holidays

24.1 In the event that school must be held on one of the scheduled holidays, all employees shall be required to work on the scheduled holiday and shall receive an additional day off with pay at some future time which will not conflict with the operation of the schools, or will receive an extra day's pay.

24.2 Main Production Cooks and Cook/Managers

Pay will be made to these individuals for the following seven (7) paid holidays: Thanksgiving, the Day after Thanksgiving, Christmas, New Year's Day, President's Day, Good Friday and the Monday following Easter Sunday. Upon completion of the tenth (10) year of employment, these employees shall receive two (2) additional holidays to be designated by the District.

If an employee is hired for a position specified in this category after the start of the school year, that employee will be entitled to receive pay for the designated paid holidays that follow date of employment in this category.

24.3 Full-Time Food Service Workers

Individuals in this classification will be paid for five (5) holidays: Christmas, New Year's Day, Thanksgiving, the Day after Thanksgiving and Good Friday. Upon completion of the tenth (10) year of employment, these employees shall receive two (2) additional holidays to be designated by the District.

24.4 Permanent Part-Time Food Service Workers

Individuals in this classification will be paid for five (5) holidays: Christmas, New Year's Day, Thanksgiving, the Day after Thanksgiving and Good Friday.

Article 24 (continued)

24.5 School Lunch Drivers

Pay will be made to these individuals for the holidays as indicated by the District Calendar:

Memorial Day	Day before Christmas
Labor Day	Christmas Day
Columbus Day	New Year's Day
Veteran's Day	Martin L. King Day
Thanksgiving Day	Presidents' Day

24.6 The specific holidays for the 2001-2002 through 2003-2004 school years will be designated by the District according to the school calendar and will be published by July 1 of each year. If an employee is hired after the start of the school year, they shall be eligible for only those holidays remaining following the date of hire.

24.7 Vacation Time – School Lunch Drivers

These employees will receive five (5) days vacation with pay after one (1) full year of employment, to be taken only after arrangement with the Director of Food Service.

ARTICLE 25

Breaks

All full-time employees (more than 20 hours) will receive a paid rest period of ten (10) minutes during both morning and afternoon.

ARTICLE 26

Inclement Weather

Should classes be cancelled due to inclement weather or a related situation, resulting in a non-work day, all employees who are not required to report will be paid one-half (1/2) day's wages. The hours paid will be computed based on each employee's average workday. Those employees who have reported for work and have actually commenced work shall also be paid for any time actually worked, in addition to the guarantee, if the work was approved by the appropriate supervisor. In the event the District Office closes early, the Main Production Cooks and Motor Vehicle Operators will receive a normal day's wage.

ARTICLE 27

Longevity

27.1 Effective July 1, 2001 through June 30, 2004, there will be a longevity schedule as follows:

	<u>01- 02</u>	<u>02- 03</u>	<u>03- 04</u>
After 10 through 14 years of service with the District	\$ 221	\$ 229	\$ 237
After 15 through 19 years of service with the District	\$ 443	\$ 459	\$ 475
After 20 through 24 years of service with the District	\$ 666	\$ 689	\$ 713
After 25 years and thereafter with the District	\$ 999	\$1,034	\$1,070

27.2 An employee's anniversary date will be established at the time that the employee begins as a permanent employee, working in any employee capacity with the

District. The longevity stipend will be awarded on the first school lunch pay date in September. The initial award shall be prorated on the anniversary date of such employee.

ARTICLE 28

Full Time

A full-time employee is defined as a person who works more than 20 hours per week on a regularly scheduled basis.

ARTICLE 29

Working Year

The length of the work year is determined by the school district's calendar. All employees are expected to be at work on all days scheduled for them during the ten (10) month period. Drivers are to work on an eleven (11) month schedule.

ARTICLE 30

Length of Coverage

This agreement only covers District employees while the District operates its own food service program, or the employee is actively working for the District.

ARTICLE 31

Employee Protection

If an employee is injured on the job, he/she will seek medical attention if he/she so requests or if deemed advisable by the appropriate supervisor. An accident report must be filed by an employee and his/her immediate supervisor as soon as practicable after the occurrence of any accident. Any employee who is injured on the job shall not, as a result of such injury, lose seniority or other benefits.

ARTICLE 32

Past Conditions

32.1 No provision of this Agreement will be construed as to lower the hourly rate of any position covered by this Agreement.

32.2 No part of this Agreement shall be construed as to preclude the School District from giving any further benefits to its employees.

32.3 If either the District or the Union wishes to alter any present terms or conditions of this Agreement, the District and the Union shall, with mutual agreement, meet for the purpose of resolving the issue or issues.

ARTICLE 33

Out-of-Classification Differential

An employee temporarily assigned longer than five (5) consecutive days by the appropriate supervisor to a position of greater responsibility which pays a higher rate of compensation than his/her regular position, will receive the rate of higher paying position.

ARTICLE 34

General Conditions

34.1 The District shall maintain a complete first aid kit for the employees' use in an easily accessible location.

Article 34 (continued)

34.2 Sanitary arrangements shall be maintained for employees. Soap, towels, washing facilities and necessary items shall be supplied by the District for the employees' use.

34.3 The District cafeteria may be made available for evening Union meetings provided the Union gives appropriate notice.

34.4 All employees will be clean, neat, and appropriately dressed so as to present a good appearance to the students and the community.

34.5 Managers and main production cooks are to be paid for their lunch period.

34.6 School lunch drivers will normally be scheduled thirty-five (35) hours per week. The shift will start at 7:00 A.M. and will end at 2:30 P.M. Any change in work schedule made by the District will be communicated to the employee with three (3) days' notice, when possible.

ARTICLE 35

Overtime

- 35.1** If an employee actually works forty (40) hours in a given week and is authorized by his/her immediate supervisor to work additional hours beyond the forty (40), then the employee shall receive the rate of time and one-half (1½) his/her normal hourly rate for all hours worked in excess of forty (40) hours.
- 35.2** A seniority list will be developed by building and will be followed when scheduling overtime work assignments. These overtime work assignments shall be scheduled among the employees on a rotating basis except in situations that necessitate unique abilities.
- 35.3** The employer agrees not to change an employee's normal workweek schedule for the purpose of eliminating payments of overtime.
- 35.4** Employees who are required to report to school when school is not in session (Saturday, Sunday, Holidays or recess periods) will be guaranteed two (2) hours pay or work at straight time (unless 40 hours already worked) for each such day.

ARTICLE 36

Uniforms

- 36.1** The District will pay to each employee \$100.00 in 2001- 02 for the clothing used in performance of his/her duties (to be paid by separate check with the first normally scheduled payroll for Food Service). Effective July 1, 2002 the uniform allowance will be \$110.00 per year. However, no uniform allowance will be paid until completion of the employee's probationary period.
- 36.2** The District will furnish to the school lunch driver items such as gloves and boots for use in freezer and when picking up government supplies from the warehouse. The District agrees to provide annually one pair of coveralls for the school lunch driver.
- 36.3** It is agreed that certain minimum uniform standards will be met by all Food Service employees. It is necessary to maintain a high state of cleanliness in order to maintain normally accepted health standards. Toward this aim, clothing must be clean, neat and in a good state or repair.
- 36.4** All employees working in kitchen shall be required to have their hair restrained and covered with a hair net.

ARTICLE 37

Inventory

The District will allow the managers, with prior approval of the Food Service Director, to perform such duties (i.e., inventory) on weekends or after normal work hours at their regular rate of pay.

ARTICLE 38

Wages

	<u>2001-02</u>	<u>2002-03</u>	<u>2003-04</u>
Shared Manager	\$15.46	\$16.00	\$16.56
Shared Elementary Cook/Manager	\$13.90	\$14.39	\$14.89
Main Production Cook	\$13.24	\$13.70	\$14.18
Elementary School Cook/Manager	\$12.85	\$13.30	\$13.77
Motor Vehicle Operator	\$10.95	\$11.33	\$11.73
Full-Time Food Service Helpers	\$ 9.87	\$10.22	\$10.58
Special Red Circle Rate and Benefits Are applicable for: Helen Capalario (previous title of Cook)	\$11.14	\$11.53	\$11.93
Part-Time Food Service Helpers (Hired prior to 7-1-94)	\$ 9.74	\$10.08	\$10.43
Part-Time Food Service Helpers	\$ 7.60	\$ 7.87	\$ 8.15

ARTICLE 39
Disability Benefit Plan

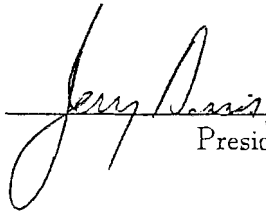
- Effective July 1, 2002 Local 200 United Union Members may elect to participate in the Weekly Disability Benefit Plan through Service Employees Benefit Fund (SEBF). The cost shall be borne by the employees.
- Employees who elect for such coverage, the District has agreed to deduct the premium through a payroll deduction. The monthly premium will be \$9.50 per employee for the duration of the Agreement.
- After the initial enrollment, new hires shall become eligible after 30 days of employment and the District will provide SEBF with the appropriate enrollment form within 30 days from the time they become eligible.
- The District agrees to be bound by the provisions of the Service Employees Benefit Fund Collections Policy, which is incorporated herein by reference.

Contract Signatures and Certifications

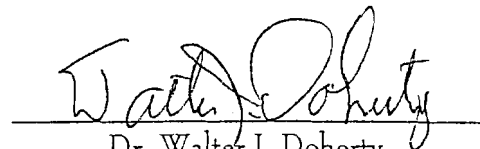
1. The foregoing constitutes the entire Agreement between the Central Square Central School District and the Service Employees International Union, Local 200United, AFL-CIO of Syracuse, New York effective July 1, 2001 through June 30, 2004.
2. The dates and signatures are as follows:

For the Local 200United, Service Employees
International Union (AFL-CIO):

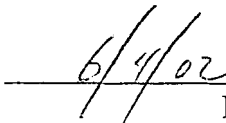
For the Central Square
Central School District:



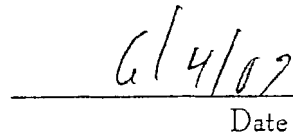
President



Dr. Walter J. Doherty
Superintendent of Schools



Date



Date

Service Employees International Union Local 200 United, S.E.I.U., AFL-CIO
Food Service

CONTRACT EXTENSION

March 2, 2004

TWO-YEAR EXTENSION AGREEMENT (2004-2006)

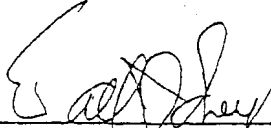
ARTICLE 38

Wages

	<u>2004-05</u>	<u>2005-06</u>
Shared Manager	\$17.21	\$17.88
Shared Elementary Cook/Manager	\$15.47	\$16.07
Main Production Cook	\$14.73	\$15.30
Elementary School Cook/Manager	\$14.31	\$14.87
Motor Vehicle Operator	\$12.19	\$12.67
Full-Time Food Service Helpers	\$10.99	\$11.42
Special Red Circle Rate and Benefits Are applicable for: Helen Capalario (previous title of Cook)	\$12.40	\$12.88
Part-Time Food Service Helpers (Hired prior to 7-1-94)	\$10.84	\$11.26
Part-Time Food Service Helpers	\$ 8.47	\$ 8.80

ARTICLES OF THE CONTRACT NOT MENTIONED HEREIN SHALL
REMAIN UNCHANGED.

For the Central Square
Central School District:

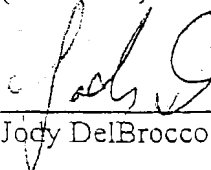


Dr. Walter J. Doherty
Superintendent

Date

4/5/04

For the Local 200 United, Service
Employees International Union
(AFL-CIO):



Jody DelBrocco

Date

3/30/04