

MASTER AGREEMENT

Between the

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy,
Allied-Industrial and Service Workers International Union
on behalf of Local Union 14758-05

FOOD SERVICE

And

MANISTEE AREA PUBLIC SCHOOLS

Effective July 1, 2025 – June 30, 2028

AGREEMENT

This Agreement is entered into September 10, 2025, by and between the Manistee Area Public Schools, hereinafter referred to as the "Board," and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union for itself and on behalf of its Local Union 14758-5, hereinafter referred to as the "Union."

ARTICLE I - RECOGNITION, EMPLOYEES COVERED

A. Employees Covered

Pursuant to, and in accordance with, all applicable provisions of Act 379 of the Public Acts of 1965 as amended, the Board does hereby recognize the Union as the sole and exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment for the term of this Agreement of all permanent, full-time, and regular part-time food service personnel (cooks), excluding all supervisory, clerical, custodial, teaching and substitute employees, and all other employees.

B. New Position

Any new position created during the life of this Agreement will be added to the unit, providing it is similar to a position heretofore recognized. The Board will initially set the terms and conditions of a new position, including compensation, but upon request will negotiate over the final terms and conditions. In the meantime, the District will have the right to fill the position..

C. Non-discrimination

It is the continuing policy of the Board and the Union that they shall not discriminate against any bargaining unit employee on the basis of protected category as recognized by state and federal law, or whether or not any bargaining unit employee is a Union member.

ARTICLE II - OPTIONAL UNION MEMBERSHIP

All employees employed in the bargaining unit or who become employees in the bargaining unit may, within thirty (30) calendar days of the effective date of this provision, or within thirty (30) calendar days of the date of hire by the Board, whichever is later, become members, or choose not to do so.

ARTICLE III - UNION REPRESENTATION

A. Union Representatives

The Local Union shall advise the Employer in writing of the names of all Committee members and Local Union Officers within ten (10) days of their election or appointment. The Local Union shall have the right to call in a representative of the International Union at any time, provided it does not interfere with the employee's work.

B. Grievance Committee

The Local Union shall elect or select one (1) person to represent the employees of the bargaining unit as the Grievance Chairman.

C. Bargaining Committee

The Local Union Bargaining Committee shall be comprised of the Grievance Chairman, one (1) designated member of the bargaining unit, and the International Representative.

D. Processing Grievances

The Grievance Chairman or an alternate may process or investigate a grievance and/or complaint at his/her discretion after notifying the Employer.

The Grievance Chairman or an alternate may process or investigate a written grievance or a complaint with the Employer's representative.

ARTICLE IV - SPECIAL MEETINGS

A. Special Meetings

Special meetings will be scheduled by the Grievance Chairman and the Employer, or its designated representative upon the request of either party. Arrangements for special meetings shall be made in advance. Meetings shall be held at a time mutually agreed upon. This meeting may be attended by designated representatives of the Local Union and/or a representative of the International Union.

B. Building Use

The Union may use a room, as designated by the Employer, for Union business.

ARTICLE V - EMPLOYEE DISCIPLINE PROCEDURE

A. Employee Discipline

Employee discipline includes oral and written reprimands, suspensions with or without pay, reduction in rank, and discharge. An employee is entitled to have present in a disciplinary

meeting, a representative of the Union. Manistee Area Public Schools believes in a progressive disciplinary process. The process usually follows this pattern:

1. Oral warning or reprimand
2. Written warning or reprimand
3. Suspension
4. Discharge

Severe violations of conduct or responsibility may result in higher levels of discipline immediately. All complaints regarding an employee's job performance will be reported to the employee's attention.

ARTICLE VI - GRIEVANCE PROCEDURE

A. Definitions (All days herein refer to working days)

1. A grievance is a claim by one or more employees that there has been an alleged improper application or violation of this Agreement.
2. An aggrieved employee is the employee(s) who is directly affected and, therefore, will make the claim.
3. In this Article, the term, "employee" may also mean "Union," when the Union grieves on behalf of members of the bargaining unit who, because of extenuating circumstances, are unable to represent themselves.

B. Grievance Form

Any grievance presented in writing by an employee should include the following:

1. Specific statement of facts giving rise to the alleged violation.
2. Section or subsection of this contract alleged to have been violated.
3. Date of alleged violation.
4. Relief requested.
5. Signature of the grievant, if possible.

C. Procedure

Step 1: An employee has five (5) days after he/she becomes aware of, or could reasonably have become aware of an event upon which a grievance may be filed to orally discuss the matter with the Food Service Director, who will attempt to resolve the matter informally. If the aggrieved employee is not satisfied with the oral disposition of the grievance by the Food Service Director, the employee may request the Grievance Chairman for further discussion of the matter. If discussion by the Grievance Chairman does not resolve the matter, the employee or Grievance Chairman may pursue the matter by filing a grievance in written form with the Food Service

Director within five (5) days of such discussion. The Food Service Director shall return the written answer within five (5) days thereafter.

Step 2: If the Union or aggrieved employee is not satisfied with the disposition of the grievance at Step 1, notification within five (5) days thereafter shall be transmitted to the Superintendent appealing the grievance to Step 2. The Superintendent or his designee shall then meet at a mutually satisfactory time with the Staff Representative of the International Union, the aggrieved and appropriate Union representatives to discuss the matter. The Superintendent or his designee will respond to the Union with a written answer within five (5) days of such meeting. A copy of the grievance and answer will be mailed to the International Union Representative immediately. Either party shall have the right to have present at such meeting representatives who may have knowledge of the matter and who may be helpful in reaching a resolution of the matter.

Step 3: In the event the grievance pertains to any matter other than discharge of an employee, and is not satisfactorily settled in Step 3, the Union or the Superintendent may request advisory mediation to assist in arriving at a satisfactory resolution.

If a grievance involves a claim of wrongful discharge and is not satisfactorily resolved at Step 2 of the Grievance Procedure, the Union may request arbitration as hereinafter provided for in this Agreement. The Union must notify the Employer in writing of such desire within ten (10) calendar days of the day the written disposition was given or due under the last Step of the Grievance Procedure provided for in this Agreement. In the event that a party should fail to serve such written notice, the matter shall be considered as settled on the basis of the disposition made in the last Step of the Grievance procedure. The arbitrator shall have no power to rule on the dismissal of a probationary employee.

After receipt of a desire to arbitrate, the parties shall attempt to agree on an arbitrator. If the parties are unable to so agree within ten (10) calendar days, or within a longer period if mutually agreed upon, either party may submit the matter to the Federal Mediation and Conciliation Service (FMCS) requesting that an arbitrator be selected with assistance and under the rules of the Federal Mediation and Conciliation Service.

The arbitrator shall be selected from a list of seven (7) names of Michigan arbitrators supplied by the Federal Mediation and Conciliation Service. The arbitrator will be selected by the alternate striking method. The party requesting arbitration will notify the Federal Mediation and Conciliation Service of the selection.

The parties understand and agree that in making this Agreement they have resolved for its term all bargaining issues, which were or could have been made, the subject of discussion. The arbitral forum herein established is intended to resolve disputes between the parties only over the interpretation or application of the matters which are specifically covered in this Agreement and which are not excluded from arbitration, such as prohibited subjects, under Section 15 of PERA, MCL 423.215(3).

The arbitrator shall have no power to add to or subtract from or modify any of the terms of this Agreement or any supplementary agreement, nor to rule on any matter except while this Agreement is in full force and effect between the parties.

The expenses of the arbitrator shall be borne totally by the losing party to the arbitration. Each party shall make arrangements for and pay the expenses of witnesses which are called by them.

There shall be no appeal from an arbitrator's decision. It shall be final and binding on the Union, the Employer and on all employees. Both parties agree not to further pursue the matter in the courts.

D. Time Limits

If the time limits contained within the grievance procedure are exceeded by either party the grievance shall advance to the next step. Time limits in the grievance procedure may be extended by mutual agreement in writing.

E. Disclosure

At all steps of the grievance procedure, the grievant and the Union representatives shall disclose to the Employer's representatives a full and detailed statement of facts relied upon and the remedy sought, and the provisions of the Agreement relied upon. In the same manner, the Employer's representatives shall disclose all facts relied upon by the Employer.

F. Claims for Back Wages

All claims for back wages shall be limited to the amount of wages that the employee would otherwise have earned.

ARTICLE VII - DISCHARGE AND DISCIPLINE

A. Discharge

The Union reserves the right to argue the reasonableness under Article VI of this Agreement. Discharge must be by proper written notice to the Union Grievance Chairman and employee. The employee or the Grievance Chairman may request an investigation as to his/her discharge. A grievance must be filed within three (3) days unless an extension of the time limits has been agreed to in writing.

B. Hearing

During this period of suspension, the employee may, if he/she believes he/she has been unjustly dealt with, request a hearing and a statement of the offense before representatives of the Board with the Grievance Chairman and/or International Union Representative present. At such hearing the facts concerning the case shall be made available to both parties. The Board shall conclude whether the discharge shall be implemented or whether the suspension shall be extended, reduced, or revoked.

C. Written Documents and Meeting

1. The Board agrees that its Superintendent will provide to the Grievance Chairman a copy of any written comment implementing the discipline and/or discharge of any employee within the bargaining unit.
2. The Board agrees to provide a facility in which an employee disciplined and/or discharged may meet with a Union representative before they are required to leave the premises. The employee shall have the right to Union representation during the disciplinary process.

D. Appeal

Should the employee or the Union consider the discharge or suspension to be improper, a grievance may be submitted by the employee in writing at Step 2 of Article VI-C within three (3) days following the action.

E. Use of Past Record

To be fair and consistent, discipline should follow a progressive pattern. Therefore, if the employee has no interim discipline within the past four (4) years, then all violations older than four (4) years will not be taken into consideration when taking disciplinary action against an employee unless the discipline involved an unpaid suspension of more than three (3) days.

ARTICLE VIII - PROBATIONARY PERIOD

The probationary period for each new employee shall be sixty (60) days of employment for that employee. Any employee working within the probationary period may be disciplined and/or discharged by the Employer for any reason at any time.

During the probationary period an employee shall not be eligible for employee benefits. After an employee has successfully completed his probationary period of employment, he shall become a regular full-time or regular part-time employee and seniority shall start as herein provided.

ARTICLE IX – SENIORITY

A. Definition

The word "seniority" means service in the employ of the Employer from the date the employee reports to work in any position represented by the Union.

B. Probationary Employees

1. There shall be no seniority among probationary employees.
2. When an employee finishes the probationary period, the employee will be granted full seniority as defined in Section A.

C. Seniority Lists

1. The seniority list for the bargaining unit will show the name, starting date, and job title.
2. The employer will provide a copy of the seniority list to the Grievance Chairman on September 15 of each year.

D. Similar Seniority Dates

If two or more employees have the same seniority date, a mutually agreeable method (coin toss, draw straws, etc.) will be done with a representative from both the union and the Employer present.

E. Loss of Seniority

Seniority shall be lost for any of the following reasons:

1. If the employee quits.
2. If the employee retires.
3. If the employee is discharged for just cause and not reinstated.
4. If the employee is absent for three (3) consecutive days without submitting a reasonable excuse acceptable to the Employer. Allowances will be made for emergency situations.
5. If the employee does not return to work from leave of absence within three (3) working days after the leave expires, without submitting a reasonable excuse acceptable to the Employer. Allowances will be made for emergency situations.
6. If the employee is laid off for more than thirty-six (36) months.
7. If the employee does not return to work within five (5) working days after the date of recall from layoff, without submitting a reasonable excuse acceptable to the Employer. Allowances will be made for emergency situations.

ARTICLE X - LAYOFF AND RECALL

A. Definitions

The definition of the word "layoff" means a reduction in the number of bargaining unit employees employed by the Board for any reason with recall rights.

B. Lay-off Procedure

In the event a reduction in workforce requires a layoff of employees, the following procedure will be used:

1. Probationary employees shall be the first laid off.
2. Non-probationary employees shall be laid off according to seniority, i.e., the least senior employee shall be laid off first.
3. Employees to be laid off will receive at least seven (7) calendar days' notice.

C. Recall Procedure

In the event a job opening occurs while employees are laid off, the following procedure will be used:

1. The Board shall not be required to recall any probationary employee who is laid off.
2. All employees shall be required to return to their jobs when seniority permits.
3. The Board agrees not to hire new employees while seniority employees are laid off.

D. Notice

Notice of recall shall be sent to the employee at the last known address by registered or certified mail, if not reached by telephone. It is the responsibility of employees to update their address and contact information.

ARTICLE XI - FILLING PERMANENT JOB VACANCIES

A. Posting

The Board shall notify the employees of newly created or vacant positions to be filled by posting. Any employee may indicate his/her interest immediately thereafter to the Food Service Director by written notice. The person awarded the vacancy shall be paid his/her current rate of pay.

Vacancies shall be posted in each building for a period of ten working days. Said postings shall contain the following information:

1. Location of work
2. Starting date
3. Number of hours
4. Hours to be worked

B. Assignment

Provided the employee is currently qualified, possesses all necessary certification, and is able to perform the job in an effective manner as determined by the Employer, employees will be awarded an available position by seniority, with a thirty (30) calendar day break-in period. He/she will be assigned at the next most convenient starting point, not to exceed five (5) working days following their assignment. The employee may return to his/her former position, after giving notice to the Employer, before the thirty (30) calendar day break-in period expires. The Grievance Chairman will receive from the Food Service Director the name of the applicant awarded the position. The employer has the right to deny awarding a posting to a more senior employee if that employee is working in another unit within the school district and the new position would result in overtime or if the Employer determines the more senior employee is not presently certified and qualified for the position.

C. Transfer Outside the Bargaining Unit

If an employee is transferred to a position with the Board not included in the bargaining unit, he/she shall have his/her seniority frozen as of the date of transfer. If the employee is thereafter transferred back into a position within the bargaining unit, he/she shall have received his/her frozen seniority and begin accumulating additional seniority as of the date of re-entrance into the bargaining unit.

D. Job Descriptions

Management reserves the right to alter or modify job duties or to add a new job class; however should the added duties significantly alter or modify the current job (or in the case on a new job) the Union reserves the right to request a meeting to discuss a wage rate for such new or modified job.

ARTICLE XII - FILLING TEMPORARY VACANCIES

A. Posting

Temporary vacancies may be posted or the employees may be canvassed by seniority if the vacancy is expected to extend beyond ten (10) working days. The posting will indicate the building, job description, shift, and number of hours. The person awarded the vacancy shall be paid his/her current rate of pay.

B. Returning

When the temporary vacancy is closed, the employee affected will return to his/her former job classification.

C. Day-to-Day Vacancy

Vacancies expected to last more than ten (10) days will be filled by canvassing employees having fewer regular daily hours of work, by seniority. If no bargaining unit member chooses to fill the temporary vacancy, the employer may fill the position by a substitute.

D. Substitutes

The Food Service Director shall hire a substitute for all absent employees when possible. If a substitute is not available, the Food Service Director shall offer the work of the absent employee(s) to available bargaining unit employees.

ARTICLE XIII - LEAVES WITHOUT PAY

A. Leave

Leaves of absence for reasonable periods not to exceed one (1) year may be granted by the

Superintendent or his designee without loss of seniority. The Board hereby agrees to full compliance with all provisions of the Family Leave Act (FMLA). Seniority shall not accrue during a personal leave exceeding thirty (30) days, however, seniority shall continue to accrue during medical leave and leave taken under the Family Leave Act. Appendix C contains Fact Sheet #28: The Family and Medical Leave Act. Any FMLA leave that involves a serious medical condition will run concurrently with any other type of leave relating to the same medical condition.

B. Application for Leave of Absence

An application requesting a leave of absence must be submitted to the Superintendent not later than two (2) weeks prior to the time the leave is to commence, provided, however, in emergency cases, exceptions may be made. The request for the leave of absence must be in writing setting forth the reasons for the leave of absence and the anticipated length of time, and, if requested, verification shall be submitted. Any extensions of leaves of absence shall be handled the same as the request for regular leave.

C. Returning from Leave

Employees returning from medical leave will be required to provide certification of their ability to return to work.

ARTICLE XIV - LEAVE FOR UNION BUSINESS

Members of the Union selected to attend a function of the Union, such as conventions or conferences, shall be allowed time off without pay to attend such conferences or conventions. The Superintendent will be given at least one (1) week advance notice.

ARTICLE XV - LEAVE WITH PAY

A. Paid Sick Leave

Food Service employees hired prior to July 1, 2010, shall be provided with ten (10) days of paid sick leave at the beginning of July 1 – the start of the “benefit year”. Food Service employees hired after July 1, 2010, shall be provided with nine (9) days of paid sick leave each year at the beginning of July 1 – the start of the “benefit year”. A day of sick leave shall be based on the employee’s regularly scheduled daily hours. For employees hired during a benefit year, the District will prorate the paid medical leave that is provided under this subsection. Accrued paid sick leave may be used in one-half ($\frac{1}{2}$) day increments. If requested by the Employer to provide supporting medical documentation, as permitted under the Michigan Earned Sick Time Act, an employee will have not more than fifteen (15) calendar days to provide the requested documentation.

1. Paid Sick leave may be used for the following reasons:
 - a. The eligible employee’s mental or physical illness, injury, or health condition; medical diagnosis, care or treatment of the eligible employee’s

mental or physical illness, injury, or health condition; or preventative medical care for the eligible employee.

- b. The eligible employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the eligible employee's family member's mental or physical illness, injury, or health condition; or preventative medical care for a family member of the eligible employee. (Employee's family member includes biological, adopted or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the eligible employee stands in loco parentis; a biological parent, foster parent, stepparent, or adoptive parent or legal guardian of an eligible employee or an employee's spouse or domestic partner or an individual who stood in loco parentis when the eligible employee with a minor child; grandparent; grandchild; a biological, foster or adopted sibling; an individual related by blood to the employee; an individual whose close association with the employee is the equivalent of a family relationship. When there are two individuals that live together for a number of years, they will be covered by the above definition of spouse.)
 - c. If the eligible employee or the eligible employee's family member is a victim of domestic violence or sexual assault; the medical care or psychological or other counseling for physical or psychological injury or disability; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
 - d. For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child.
 - e. For closure of the eligible employee's primary workplace by order of a public official due to a public health emergency; for an eligible employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public emergency; or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.
2. Carry Over of Unused Paid Sick Days: Unused portions of earned sick leave shall carry over from year to year to a maximum of eighty-five (85) days.

3. Termination. Should an employee terminate their employment with the district prior to the conclusion of any school year; wages paid for sick time used in excess of the prorated number of days earned shall be deducted from the employee's final paycheck. Should such check not be sufficient to cover the entire repayment obligation, the balance shall be immediately due and payable to the Manistee Area Public Schools.
4. Extended Disability Leave: An employee, in the case of extended illness, may be granted, upon his/her written request, a leave of absence of up to one (1) year. Any leave for the employee's serious medical condition under the Family Medical Leave Act (FMLA) shall run concurrently with any other disability leave, including worker's compensation leave. After the employee exhausts their paid sick leave, the leave of absence will be without pay. Insurance benefits shall be continued by the Board for a period not to exceed three (3) months. Existing seniority, vacation and/or other leave days shall be retained but not accrued during the leave period.

B. Personal Days

Food Service employees will be granted two (2) personal days per year, not to be deducted from sick leave. Although the purpose of the use of such personal day does not need to be stated, the employee must give at least two (2) days' advance notice, if possible. Only one (1) bargaining unit employee shall be allowed to take a personal day on any given workday. Employees can elect to have two (2) unused personal days paid out.

C. Court Appearance

Other leaves with pay, not deductible from sick leave, are absences for court appearances as a witness, when subpoenaed, except as a result of another job. Paid leaves of absence will be granted for jury duty. Any compensation received by the employee in the form of witness fees or jury pay will be given to the Employer to offset wages paid.

D. Funeral Leave

An employee shall be allowed time off, with pay not deducted from sick leave, for funeral leave for a death in the immediate family. The employee shall be granted three (3) days off for funerals within the State of Michigan; up to two (2) additional days, deducted from sick leave, may be used for a death outside the State of Michigan. Immediate family shall be defined as follows: mother, father, brother, sister, wife, husband, children, mother-in-law, father-in-law, grandchildren, grandparents, step-parents, step-children, and other members of the employee's household. In addition, the Board may grant leave for the death of another person upon request of the employee.

E. Payment for Unused Sick Days

1. When an employee has accumulated eighty-five (85) sick days, he/she shall receive payment at three quarters ($\frac{3}{4}$) the normal daily rate for any sick days that would otherwise be lost due to the maximum accumulation limit on an annual basis.
2. Upon retirement or resignation, unused sick leave shall be paid out to any bargaining unit member with at least ten (10) years seniority. Each unused sick day shall be paid at the rate of twenty dollars (\$20) per day up to a maximum of 85 accumulated days.

F. Vacation Leave

Employees scheduled 12-months per year (Meals on Wheels and any other 12-month program excluding summer feeding) shall be granted vacation leave according to the following schedule:

Year 1 - 5	5 days (vacation time will be granted on July 1st, prorated for partial year employees)
Year 5 +	5 days + 1 day for each year worked beyond 5 years (10 days max)

Note: Years in a 12-month position need not be consecutive, but service years worked in 9-month positions do not count towards years of service in calculating the allotment of vacation.

ARTICLE XVI - HOURS OF WORK

A. Work Guarantee

1. Food Service personnel shall not be expected to report to work, but shall be paid their normal daily rate of pay on days that school is canceled, provided the days are not rescheduled. In the event that a program such as Meals on Wheels is canceled on a day that school is not in session, employees scheduled that day are still expected to report to work.
2. When individual school cafeterias are closed on official student attendance days, Food Service personnel shall be permitted to work their normal shift and receive their normal rate of pay, when requested by the Food Service Director. When food service personnel have been requested to work under these circumstances, such time may be devoted to extra cleaning and organizing activities.

On in-service days where no meals are being served and students do not attend, Food Service personnel will not report to work unless requested by the Food Service Director.

3. A Food Service worker shall be employed when a kitchen is being used for banquets, fundraising meals, or during summer feeding programs, etc., if the activity is making use of a significant amount of facilities and equipment. Such extra work opportunities shall be assigned on a rotational basis by seniority to all Local 14758-5 employees. It shall be the responsibility of the Local Union to maintain the rotational schedule. If the extra work is rotated through the Union and all members turn down the opportunity to work, then the Food Service Director can ask other individuals to fill the extra hours.
4. Food Service personnel shall not be expected to report to work, but shall be paid their normal daily rate of pay on days that school is canceled or building closures provided those days are forgiven (not scheduled to be made up at a later date). In the event that an employee has already reported on a forgiven day they will not receive any additional compensation for the time worked.

B. Hours

The normal work week shall consist of not more than forty (40) hours per week, Monday through Friday. Paid holidays, paid jury and/or personal days shall be considered as time worked for overtime computation.

C. Minimum Reporting Allowance

Each employee reporting for work shall be guaranteed two (2) hours of pay or two (2) hours of work.

ARTICLE XVII - OVERTIME

A. Rate of Pay

Employees shall be paid time and one-half (1½) for all hours over forty (40) hours in any one (1) week.

ARTICLE XVIII - HOLIDAYS

A. Holiday Eligibility

With proper notice, one (1) employee District-wide may take a personal day before or after a holiday and receive holiday pay. An employee taking an unpaid leave day before or after a holiday shall not receive holiday pay.

B. Holiday Pay

Holidays for Employees regularly scheduled 30 hours or more and an Employees scheduled 12-months per year (Meals on Wheels and any other 12-month program excluding summer feeding), shall be paid their regular hours at their regular rate of pay for the following holidays:

- | | |
|----------------------------|---------------------------|
| 1. New Year's Day | 7. Thanksgiving Day |
| 2. Semester Records Day | 8. Day After Thanksgiving |
| 3. Good Friday | 9. Christmas Eve |
| 4. Memorial Day | 10. Christmas Day |
| 5. Friday before Labor Day | 11. December 26 |
| 6. Labor Day | 12. New Year's Eve |

Employees scheduled 12-months per year (Meals on Wheels and any other 12-month program excluding summer feeding) shall be paid for the Fourth of July.

Holidays for Employees regularly scheduled less than 30 hours, shall be paid their regular rate of pay for the following holidays:

- | | |
|---------------------|-------------------|
| 1. Thanksgiving Day | 4. New Year's Eve |
| 2. Christmas Eve | 5. New Year's Day |
| 3. Christmas Day | 6. Good Friday |

ARTICLE XIX – INSURANCE BENEFITS

For the life of this agreement, the Board will provide insurance up to the State Mandated Caps which are adjusted annually consistent with PA 152 MCL 15.563 for cafeteria workers in the following manner and/or amounts. The Employer may change insurance carriers to equivalent plans during the term of the Agreement. The Employer agrees to consult with the Union prior to any changes.

A. Insurance Eligibility

1. Employees regularly scheduled 30 or more hours per week ~~to~~ qualify for the insurance benefits defined in Sections B, C, D, E, F, and G of this article.
2. Employees regularly scheduled less than 30 or more hours per week qualify for the insurance benefits defined in Sections F and G of this article.

B. Health Insurance

Eligible employees (see section A) hired on or before July 1, 2016 and electing to take health insurance shall qualify for single subscriber, two person, or full family coverage, with the Board contributing up to the State Mandated Caps which are adjusted annually consistent with PA 152 MCL 15.563.

Eligible employees (see section A) hired after July 1, 2016 electing to take health insurance may elect single subscriber, two person, or full family coverage, with the Board contributing up to the State Mandated Single Person Cap which is adjusted annually consistent with PA 152 MCL 15.563.

Caps are as follows and will be reviewed and adjusted annually by October 1 of each year, consistent with PA 152 MCL 15.563:

Single person coverage:	\$ 7,043.89 annually
Two Person coverage:	\$ 14,730.96 annually
Full Family coverage:	\$ 19,210.66 annually

C. Vision Insurance

The Board agrees to pay the full premium of SET Vision Plan I, or equivalent, including a \$110 frame allowance option for all eligible employees (see Section A).

D. Long-Term Disability

The Board shall provide long-term disability insurance for all eligible employees (see Section A). Monthly Maximum Benefit of sixty percent (60%) of monthly earnings subject to a maximum benefit of \$1,500 with a Qualifying Period of ninety (90) calendar days.

E. Dual Insurance

Eligible employees (see Section A) who elect to not participate in the Employer hospitalization program shall be provided a Section 125 cash option of \$1,600 per year.

F. Life Insurance

The Board will provide a term life insurance policy in the amount of \$10,000 for eligible employees regularly scheduled 30 hours or more per week. All other regularly scheduled employees not meeting the minimum 30 hour requirement will be provided a term life policy in the amount of \$7,500.

G. Worker's Compensation

All employees covered by this Agreement are covered by Workmen's Compensation as required by State and Federal law which provides certain benefits for those with a work-related illness and/or injury. The employee(s) shall promptly refer any medical bills in connection with a work-related illness and/or injury to the Board for disposition of payment. In emergency situations, the employee's supervisor shall make arrangements to transport the injured or ill employee(s) to the nearest doctor providing emergency medical treatment. The doctor must be notified, if possible, by the employee that his/her injury or illness may be work-related so that all bills for treatment can be referred directly to the Board for disposition of payment. Until the affected employee is released to return to work, the Employer shall continue hospitalization insurance coverage for the employee up to a period of one (1) year.

ARTICLE XX- HEALTH AND SAFETY

The Employer and the Union will cooperate in the continuing objectives to eliminate accidents and health hazards for the safety and health of its employees during their hours of employment.

ARTICLE XXI- WAGES

A. Wage Scale

The wages shown in Appendix A will be part of this Agreement.

B. Longevity

Each Food Service employee shall be paid an annual longevity stipend equal to forty dollars (\$40.00) for each year of employment in the Manistee Area Public Schools, not to exceed eight hundred dollars (\$800.00). Such payment shall be on the final payday of the fiscal year and calculated on the basis of the number of prior full years of employment.

ARTICLE XXII- STRIKES AND LOCKOUTS

A. No Strikes

The Union, nor any person acting in its behalf, nor any individual employee, will cause, authorize, support, or take part in any strike (stoppage of work) for the life of this Agreement.

B. Lockouts

The Employer agrees that during the life of this Agreement there shall be no lockouts of employees.

ARTICLE XXIII - GENERAL CONDITIONS

A. Contracts

The Employer will maintain a copy of the current contract and insurance information on the District website. A written copy will be provided to any bargaining member upon request.

B. Sub-Contracts

In the event subcontracting is being considered which would impact upon the employment conditions of Union employees, the Employer agrees to discuss such impact with the Union prior to any decision to proceed with such sub-contracting.

C. Benefit Notification

On September 15 of each year, the Employer will provide for each employee a list containing the amount of accumulated sick days, and his/her length of seniority. A copy of such list will be forwarded to the International Union. Changes in retirement benefits will be posted.

D. Vandalism

The Board agrees to pay for vandalism on school property of an employee's automobile to a maximum of one hundred dollars (\$100) of uninsured costs of repair.

E. Certification

All employees are required to be Serve Safe and Michigan Food Allergen Certified. New employees are required to complete certification within two (2) years of hire date and will not advance on the salary schedule until they have received both certifications.

The District will pay or reimburse approved registration, class, and test fees for each employee's first attempt per certification cycle. The District will also pay membership dues and certification fees required to maintain Serve Safe and School Nutrition Association Certification(s).

The Employer agrees to, when possible and/or practical, facilitate the six (6) required annual CEU's in-house. If the Employer does not offer in-house CEU's the employer will pay food service employees their hourly rate for up to six hours of annual mandatory continuing education needed to maintain their certifications.

The employer will pay food service employees their hourly rate for up to two (2) hours to maintain their allergens certification and for up to two hours for the testing portion of ServSafe certification.

F. Meetings

Any meetings at which the attendance of the Food Service employees is required, will be paid for all hours at their regular rate of pay.

G. Supervision of Employees

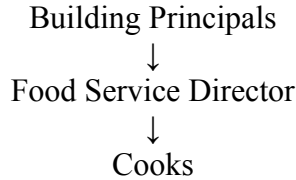
The Superintendent is responsible for the general supervision for all employees. The Food Service Director is responsible for the day-to-day supervision of Cafeteria personnel. Evaluation and discipline of Food Service personnel shall be the responsibility of the Food Service Director, subject to the Grievance Procedure. The chain of command shall be as follows:

Board of Education



Superintendent





ARTICLE XXIV- MANAGEMENT RIGHTS

- A. The Board, on its own behalf and on the behalf of the electors of the District, hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities, conferred upon and vested in it by the laws and the Constitution of the State of Michigan and of the United States, including, but without limiting the generality of the foregoing, the right:
1. To the executive management and administrative control of the School system and its properties and facilities.
 2. To the full and exclusive control, direction and supervision of operations and working forces and shall have the right to change jobs, hours of work, or to establish new jobs as required by operating procedures, subject to the seniority and other provisions herein contained.
 3. To establish Board regulations, practices, and safety rules, from time to time and distribute same to the employees, subject to the provisions contained herein.
- B. The exercise of the foregoing powers, rights, authority, duties, and responsibilities, by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Michigan and the Constitution and laws of the United States.


ARTICLE XXV- TERMINATION AND NOTICE

This Agreement shall be effective as of July 1, 2025, and shall remain in effect through June 30, 2028.

Either Party, at it sole option, shall have the right to reopen the Contract once during the life of Agreement on the issue of Wages only. If either chooses to exercise this Section, they must notify the other Party in writing with the understanding that these discussions would begin no later than thirty (30) days after the notice is given.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by the duly authorized representatives this September 11th, 2025.

MANISTEE AREA PUBLIC SCHOOLS:


Ronald Stoneman (Sep 12, 2025 12:31:19 EDT)
Ronald Stoneman, Superintendent


Theresa Anderson (Sep 12, 2025 11:32:17 EDT)
Theresa Anderson, President, Board of Education

**UNITED STEELWORKERS
AFL-CIO CLC**

D. R. McCall
International President

Myles Sullivan
International Secretary-Treasurer


Emil Ramirez
Int'l Vice President Administration


Kevin Mapp
Int'l Vice President Human Affairs


Donald E. Blatt, District 1 Director

USW Staff Representative

NEGOTIATING TEAM:


Jennifer Rogers (Sep 11, 2025 10:32:11 EDT)
Jennifer Rogers, Local Union 14758-05


Linda Wandrych (Sep 12, 2025 10:47:14 EDT)
Linda Wandrych, Local Union 14758-05


Blair Applegarth (Sep 12, 2025 07:24:33 EDT)
Blair Applegarth, Local Union 14758-05

APPENDIX A

	2025 / 26	2026 / 27	2027 / 28
STEP 1	\$15.50	\$15.75	\$16.00
STEP 2	\$16.00	\$16.25	\$16.50
STEP 3	\$16.25	\$16.50	\$16.75
STEP 4	\$16.50	\$16.75	\$17.00
STEP 5	\$16.75	\$17.00	\$17.25
STEP 6	\$17.00	\$17.25	\$17.50
STEP 7	\$17.25	\$17.50	\$17.75
STEP 8	\$17.50	\$17.75	\$18.00

Step advancement is granted on the first day of the fiscal year. Employees are not eligible to advance on the salary schedule without current certification as indicated in Article XXIII.

Note:

Food Service employees will be charged for the purchase of a la carte items. The employer will provide a lunch account similar to the rest of the paid staff.

Head Cooks shall earn an additional \$1.00 per hour, added to their base wage. The number of Head Cook positions and when the employee qualifies for the Head Cook additional pay shall be determined by the Employer.

APPENDIX B

Job Description

The duties of the Cafeteria personnel shall be:

1. Prepare meals for students and adults in compliance with the Food and Nutrition Act Standards.
2. Maintain required food production records.
3. Maintain acceptable standards of cleanliness and sanitation as determined by the Department of Public Health.
4. Prepare menus and order food and other necessary supplies for the food production process.
5. Perform such other duties as assigned by the Administration.

MEMO OF UNDERSTANDING **ARTICLE XVI HOURS OF WORK**

Article XVI, Paragraph C. shall refer to employees who have a regular daily work assignment of four (4) or more hours per day and does not restrict the Employer's rights to establish positions of less than two (2) hours per day as regular assignments with compensation based upon actual hours of work.

It is hereby understood and agreed that employees working the full school year shall be scheduled to work a minimum of one hundred and seventy-five (175) days (worked Saturdays count toward 175 days) as their standard work year, regardless of staff inservice schedules. Employees whose building may not be serving meals on a regularly scheduled day of attendance and therefore are not scheduled to work, shall not have the right to bump lesser seniority personnel from building assignments.