

Proposed Amendments

to the

SCHOOL CITY OF HAMMOND

HAMMOND, INDIANA

BUILDING SERVICE EMPLOYEES

Statement of Policy

**Effective January 1, 2019 - December 31, 2023**

Approved December 18, 2018

ARTICLE 4

WAGE AND BENEFITS

(4) SECTION A

**SCHOOL CITY OF HAMMOND, INDIANA  
BUILDING SERVICE EMPLOYEES' SALARY SCHEDULE  
EFFECTIVE JANUARY 1, 2019  
(HOURLY WAGE INDICATED)**

		POSITION			
		#1	#2	#3	#4
C L A S S I F I C A T I O N	I	22.31	19.88	18.51	18.01
	II	21.54	19.27	18.00	17.74
	III	20.94	18.53	17.78	
	IV	20.07	18.03		
		<b>Staff Custodian</b>		16.61	
		<b>Field Service Foreperson</b>		22.31	
		<b>Field Serviceperson</b>		21.54	
		<b>Grounds Crew #1</b>		22.31	
		<b>Grounds Crew #2</b>		19.88	

Effective January 1, 1993 - 3% PERF paid by School Corporation

(1) SECTION C

**UNION DUES**

**On or before October 10 of each school year, employees may sign and deliver to the employer an assignment authorizing payroll deductions of union membership dues.**

(4) SECTIONS B - G Current Contract Language

(4) SECTION H

**HEALTH AND INSURANCE COVERAGE**

The School City of Hammond contributes to Medical, Surgical, Major Medical and Life Insurance coverage for the benefit of, and availability to, all regular custodial employees in addition to their regular wages, whether union members or not union members. It is understood that substitutes are not covered by the Statement of Policy and are not eligible for insurance coverage until officially employed as regular custodial employees.

The Board shall make available a single or family membership for all custodians employed by the School City of Hammond in a health insurance plan.

[Effective January 1, 2015] A full-time custodial employee electing to participate in the School City of Hammond health insurance plan shall pay \$2,400.00 annually toward the cost of participation in a single Plan A (Traditional PPO Plan) or \$4,800.00 annually toward the cost of participation in a family plan. Custodial employees will annually have the opportunity to change plans during an open enrollment period. This election will be effective for the following calendar year.

[Effective January 1, 2015] A full-time custodial employee electing to participate in the School City of Hammond health insurance plan shall pay \$1,200.00 annually toward the cost of participation in a single Plan B (High Deductible Health Plan) or \$3,600.00 annually toward the cost of participation in a family plan. Custodial employees will annually have the opportunity to change plans during an open enrollment period. This election will be effective for the following calendar year. The Board shall make an annual contribution of \$250.00 into the Health Savings Account (HSA) on behalf of any custodial employee electing to participate in the Single High Deductible Health Plan. The Board shall make an annual contribution of \$500.00 into the Health Savings Account (HSA) on behalf of any custodial employee electing to participate in the Family High Deductible Health Plan.

[Effective January 1, 2019] A full-time custodial employee electing to participate in the School City of Hammond health insurance plan shall pay \$1,200.00 annually toward the cost of participation in a single Plan B(High Deductible Health Plan) or \$3,600.00 annually toward the cost of participation in a family plan. Custodial employees will annually have the opportunity to change plans during an open enrollment period. This election will be effective for the following calendar year. The Board shall make an annual contribution of **\$750.00** into the Health Savings Account (HSA) on behalf of any custodial employee electing to participate in the Single High Deductible Health Plan. The Board shall make an annual contribution of **\$1,500.00** into the Health Savings Account (HSA) on behalf of any custodial employee electing to participate in the Family High Deductible Health Plan.

[Effective January 1, 2017] The Board shall provide, on a fully paid basis, less one dollar (\$1.00) paid by the custodial employee, term life insurance in an amount of forty-two thousand dollars (\$42,000) for all custodial employees plus an accidental death and dismemberment plan. For custodial employees sixty-five (65) years of age and older, this amount shall be reduced in accordance with standard insurance reduction schedules.

The Board shall provide, on a fully paid basis, long-term disability insurance with an elimination period of ninety (90) days.

Pursuant to Section 125 of the U.S. Internal Revenue Code the Board will provide a Flexible Benefit Spending Plan. This Flexible Benefit Spending Plan allows an employee to convert his/her contribution toward insurance coverage to pre-tax dollars. In addition, this Flexible Benefit Spending Plan allows some unreimbursed medical and dependent daycare expenses to also be converted to pre-tax dollars. The cost of the administration of this plan, if any, will be subject to negotiation.

The Board shall provide, on a fully paid basis, liability insurance in the amount of one hundred thousand dollars (\$100,000.00) to all School City of Hammond custodial employees in case of suit arising from or in the performance of their duties.

The School City also agrees to provide, at no cost to the employee, flu vaccinations to each member of the bargaining unit that desires such vaccination.

SECTIONS I - J Current Contract Language

## ARTICLE 11

### LAY OFF PROCEDURES

In the event it becomes necessary to lay off employees due to school closures, the parties will meet, with thirty (30) days notice, to negotiate and agree to layoff procedures.

ARTICLE 12  
TERM OF AGREEMENT

TERM OF STATEMENT OF POLICY

It shall be understood that all former policies concerning School City Building Service Employees shall be made null and void; that this Policy Statement shall supersede all previous policies, written and oral.

Should any article, section or clause of this Policy Statement be declared illegal by a court of competent jurisdiction or by legislative action, said article, section or clause, as the case may be, shall be automatically deleted from this Policy to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Policy, if not affected by the deleted article, section or clause.

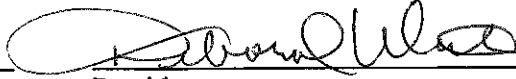
Questions concerning the appropriateness of the unit covered by this Statement of Policy or assertions that the Union no longer represents a majority of employees covered by this Statement of Policy shall be raised by the employer, the Union, or thirty percent (30%) of the employees covered by this Statement of Policy not more than ninety (90) days and not less than sixty (60) days prior to the expiration of the salary schedule(s) agreed to by the parties.

**This Statement of Policy shall become effective January 1, 2019 and shall continue in effect through December 31, 2023. The parties agree to negotiate for each calendar year during the life of this Agreement wages and wage related fringe benefits. In addition to wages and wage related fringe benefits each party may reopen up to one article of the Agreement each calendar year. This Agreement shall automatically be extended beyond December 31, 2023, with the terms and conditions unchanged unless, subsequent to December 31, 2023 (2) weeks notice is given by either party of its intention to terminate the contract, in which case the Agreement shall terminate two (2) weeks subsequent to such notice.**

IN WITNESS WHEREOF, we, the parties hereto, have caused these presents to be signed by our proper representatives this 18th day of December, 2018.

SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 73

SCHOOL CITY OF HAMMOND, INDIANA



\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Negotiating Committee

  
\_\_\_\_\_  
Secretary

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Negotiating Committee

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Facilities Manager

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Negotiating Committee

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Supervisor of Operations

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Negotiating Committee

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Spokesperson

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Negotiating Committee

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Negotiating Committee