



**SEIU Contract Extension - Tentative Agreement
February 24, 2021 (12:20)**

1. Current Employees - TA 2/24

District proposes to roll current stipends into the base salary or provide a salary adjustment (listed below) for all maintenance workers and mechanics. The 2020-2021 salary + stipend below will become the amount that the annual increase is applied to in order to calculate the 2021-2022 salaries.

Eckhardt	3000	Asbestos Stipend (2500+500)
Bankert, Schmidt, Brown, Hansen, Exline, Strik	3000	Journeyman HVAC
Konieczny, Mandel, E. Waldier	3000	Journeyman Mechanic
J. Waldier, H. Meza, H. Soto, M. Heide	1500	Salary Adjustment
Zastrow	6000	Journeyman & Lead Mechanic

2. Maintenance Stipends

Appendix C to replace “Maintenance/Journeyman Stipend”:

- a. In order to receive a maintenance stipend, employees must present documentation annually by June 1 to their supervisor confirming successful completion of the requirements listed below.
- b. Supervisor will submit a memo to HR with attached documentation authorizing stipends for the new fiscal year.
- c. If an employee receives a new licensure between June 1 and December 30, the adjustment will be prorated by 50% and applied with the second payroll in the month of January.
- d. The District may consider alternatives for beginning stipend eligibility. A committee composed of an equal number of District office representatives and SEIU employees will meet to review alternatives including successful completion of an accredited technical institute/college or successfully passing alternative licensure/competency tests. The committee will decide, by majority vote, if such training or testing can be used in place of an apprenticeship program. These alternative paths can be used to qualify for HVAC/Refrigeration, Certified Electrician, or Licensed Plumber. Advanced stipends must include the required years of experience in a commercial setting.

Maintenance Stipends	Stipend Amount)
HVAC/Refrigeration (initial)	\$4,000
Advanced HVAC/Refrigeration	\$8,500
Certified Electrician (initial)	\$4,000



Advanced Certified Electrician	\$8,500
Licensed Plumber (initial)	\$4,000
Advanced Licensed Plumber	\$8,500
Asbestos Abatement (initial)	\$2,000
Additional initial stipends	\$1,000
Additional advanced stipends	\$2,000

Requirements:

HVAC Stipend Requirements:

- a. Applicants must possess certification from a recognized HVAC apprenticeship program and attained Journeyman status as an HVAC technician/repairman
- b. Applicants must possess EPA approved certification Section 608 Type II* or higher
- c. Achieve a successful passing score on the International Mechanical Code's assessment of HVAC Service Techs
- d. Other Requirements (applicable to internal candidates)
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the EPA changes the tests and/or requirements for section 608 certification, the administration will consult with the union and make changes to the requirements for the HVAC Stipends in order to align with the EPA.*

Advanced HVAC/Refrigerant Stipend Requirements:

- a. Applicants must have 5 or more years of experience working at the HVAC Commercial Journeyman level
- b. Applicants must possess certification from a recognized HVAC apprenticeship program and attained Journeyman status as an HVAC technician/repairman
- c. Applicants must possess EPA approved certification Section 608 Type II* or higher
- d. Other Requirements (applicable to internal candidates)
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the EPA changes the tests and/or requirements for section 608 certification, the administration will consult with the union and make changes to the requirements for the HVAC Stipends in order to align with the EPA.*

Certified Electrician Requirements:

- Applicants must possess certification from a recognized electrician apprenticeship program and have attained Journeyman status as Certified Electrician.



- Applicants must possess valid National Electrical Code/National Fire Protection Association (NEC/NFPA) 70 Certification
- Other Requirements (applicable to internal candidates)
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the NFPA changes the tests and/or requirements for section NEC/NFPA certification, the administration will consult with the union and make changes to the requirements for the Electrician Stipends in order to align with the NFPA.*

Advanced Certified Electrician Requirements:

- a. Applicants must have 5 or more years of experience working as a Commercial Certified Electrician at the Journeyman level or higher
- b. Applicants must possess certification from a recognized electrician apprenticeship program and have attained Journeyman status as Certified Electrician.
- c. Applicants must possess valid National Electrical Code/National Fire Protection Association (NEC/NFPA) 70 Certification
- d. Other Requirements (applicable to internal candidates)
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the NFPA changes the tests and/or requirements for section NEC/NFPA certification, the administration will consult with the union and make changes to the requirements for the Electrician Stipends in order to align with the NFPA.*

Licensed Plumber Requirements:

- a. Applicants must possess certification from a recognized plumbing apprenticeship program and have attained Journeyman status as an IDPH Licensed Plumber
- b. Other Requirements (applicable to internal candidates)
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

Advanced Licensed Plumber Requirements:

- a. Applicants must have 5 or more years of experience working as an IDPH Licensed Commercial Plumber at the Journeyman level or higher
- b. Applicants must possess certification from a recognized plumbing apprenticeship program and have attained Journeyman status as an IDPH Licensed Plumber
- c. Other Requirements (applicable to internal candidates)
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

Asbestos Abatement Requirements:



- a. Applicants must successfully complete an Illinois Department of Public Health (IDPH) accredited asbestos training program.
- b. Any and all annual requirements must be met in order to maintain certification
- c. Other Requirements (applicable to internal candidates)
 - o Satisfactory Evaluations
 - o Excellent work record
 - o Good attendance record

3. Mechanic Stipends - TA 2/24

Appendix C to replace “Mechanic/Journeyman Stipend” with the following:

- a. In order to receive a mechanic stipend, employees must present documentation annually by June 1 to their supervisor confirming successful completion of the requirements listed below.
- b. Supervisor will submit a memo to HR with attached documentation authorizing stipends for the new fiscal year.
- c. If an employee meets the requirements listed below between June 1 and December 30, the adjustment will be prorated by 50% and applied with the second payroll in the month of January.
- d. The District may consider alternatives for mechanic stipend eligibility. A committee composed of an equal number of District office representatives and SEIU employees will meet to review alternatives including successful completion of an accredited technical institute/college or successfully passing alternative licensure/competency tests. The committee will decide, by majority vote, if such training or testing can be used in place of an apprenticeship program. To be eligible for the Master Mechanic or Lead Mechanic stipend, employees must meet the qualifications listed below.

Mechanic Stipends	Stipend Amount (set amount)
Mechanic	\$2,000
Master Mechanic	\$4,000
Lead Mechanic (only one stipend position available)	\$6,000

Mechanic Stipend Requirements:

- a. Applicant must have three (3) years of service with Community Consolidated School District 15 as a mechanic
- b. Applicants must achieve a passing score on the following sections of the Automotive Service Excellence (ASE) Exam*:
 - o S4 - Brakes (including Air Brakes)
 - o S5-Steering/Suspension Systems
- c. They must also achieve a passing score on any two of the following areas of the Automotive Service Excellence (ASE) Exam*:
 - o S2 - Diesel Engines



- S3 - Drive Train
- S1 - Body Systems and Special Equipment
- S6 - Electrical/Electronic Systems
- S7 -Air Conditioning Systems and Controls
- d. Other Requirements
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the ASE changes the tests and/or requirements for school bus mechanics, the administration will consult with the union and make changes to the requirements for the Mechanic Stipends in order to align with the ASE certification.*

Master Mechanic Stipend Requirements:

- a. Applicants must have three (3) years of service with Community Consolidated School District 15 as a mechanic
- b. Applicants must achieve a passing score on the following sections of the Automotive Service Excellence (ASE) Exam*.
 - S1 - Body Systems and Special Equipment
 - S2 - Diesel Engines
 - S3 - Drive Train
 - S4 - Brakes (including Air Brakes)
 - S5-Steering/Suspension Systems
 - S6 - Electrical/Electronic Systems
- d. Other Requirements
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the ASE changes the tests and/or requirements for school bus mechanics, the administration will consult with the union and make changes to the requirements for the Mechanic Stipends in order to align with the ASE certification.*

Lead Mechanic Stipend Requirements:

- a. Applicants must have three (3) years of service with Community Consolidated School District 15 as a mechanic
- b. Applicants must achieve a passing score on the following sections of the Automotive Service Excellence (ASE) Exam*.
 - S1 - Body Systems and Special Equipment
 - S2 - Diesel Engines
 - S3 - Drive Train
 - S4 - Brakes (including Air Brakes)
 - S5-Steering/Suspension Systems
 - S6 - Electrical/Electronic Systems
- Computer/Systems Technology Knowledge and Experience
 - Knowledge of the fuel management software and systems to include base



- troubleshooting of fuel pumps
- Knowledge of fleet maintenance software
- Must test and certify for Underground Fuel Tank management A, B, C Operator*
- Other Requirements
 - Satisfactory Evaluations
 - Excellent work record
 - Good attendance record

**In the event that the ASE changes the tests and/or requirements for school bus mechanics, the administration will consult with the union and make changes to the requirements for the Mechanic Stipends in order to align with the ASE certification.*

4. Implement a tiered starting salary structure for new hires in job category C (maintenance and mechanic). This will amend Appendix B, Salaries, Starting Annual Rates Category C.

Tentative Agreement regarding entry level salaries - SEIU 2/16/2021

CURRENT STARTING	\$50,490
0-4 years experience	\$50,500 - \$52,000
5 or more years experience	\$52,000 - \$53,500

District 15 administration has full authority to determine the starting salary for new staff within the above stated ranges based on a candidate's experience. Interest in ensuring that starting salaries for new staff not earn more than a person currently employed in the district with equivalent experience.

5. SEIU salary increases and Contract Extension length

- Contract extension length = 4 years

Contract Year	21-22	22-23	23-24	24-25	Average
Proposed Percentage Increase	3.0%	3.0%	3.0%	2.0%	2.75%

6. Reoffer - Remove Fair share language - TA 2/24

7. Indemnification Clause - TA 2/24

Add the following language Article II: Union Security

D. The Union agrees to hold harmless and indemnify the School District, School Board, and all current, former, and future, directors, employees, and agents thereof ("Indemnitees"), as to all claims that may arise in litigation in any forum resulting from the implementation or attempted implementation of this Article in this and prior Agreements.

8. TA - All SEIU bargaining unit members will receive three (3) additional days added to his/her personal day allocation for the 20-21 school year or a one-time payment equal to three (3) days at



his/her 20-21 per diem rate of pay. This is a one time addition for those currently employed during the COVID 19 pandemic. This shall be written in a side letter of agreement.

9. Article XIV Mechanics Tools

The Board of Education recognized that the District mechanics incur expenditures to maintain and purchase tools and equipment. It is agreed that a committee will be established with representation from the Transportation Department and the mechanics to determine the purchase of work related items including, but not limited to,

- Tools
- Tool Box
- Lighting
- Boots/Gloves

10. Increase mechanic's job related tools and equipment reimbursement to \$1,000 annually.