

**PROPOSED CHANGES IN WAGE AND WORKING AGREEMENT
BY AND BETWEEN
INDEPENDENT SCHOOL DISTRICT NO. 625
AND
DISTRICT LODGE NO. 77 OF THE INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO**

1. ARTICLE 7, HOURS, OVERTIME PAY.

(a) **7.3. Longevity Pay.** Amend as follows:

- a) \$0.206 per hour additional at the beginning of the tenth (10th) year of service
- b) \$0.272 per hour additional at the beginning of the fifteenth (15th) year of service
- c) \$0.372 per hour additional at the beginning of the twentieth (20th) year of service
- d) \$0.467 per hour additional at the beginning of the twenty-fifth (25th) year of service

2. ARTICLE 13, VACATION.

(a) **13.3.** Amend Vacation Carry Over as follows:

The employee may carry over into the following year up to a maximum of two hundred (200) hours of vacation.

3. The District will make relevant training available to the group. Additionally, the District will reimburse employees for all expenses related to courses/training taken by an employee, outside of work, upon the successful completion of the course/training.

4. ARTICLE 23, DURATION.

(a) The Union proposes a ^{Two (2)} ~~three (3)~~ year Agreement.

5. APPENDIX "A", WAGE RATES AND CLASSIFICATIONS.

(a) Increase wages as follows:

Machinist and Fleet Mechanic year one five percent (5%) GWI

Machinist and Fleet Mechanic year two five percent (5%) GWI

~~Machinist and Fleet Mechanic year three five percent (5%) GWI~~

Nutrition Services Equipment Repairer
year one increase wage to \$30.25 hour (85% of Joe Gisch's rate)
Nutrition Services Equipment Repairer
year two five percent (5%) GWI
Nutrition Services Equipment Repairer
year three five percent (5%) GWI

The Union reserves the right to add to, modify, or delete any of its Proposals until a full and final Agreement is reached.

DISTRICT LODGE NO. 77,
I.A.M.A.W.

John J. Steigauf
Directing Business Representative

JJS/kt
IAM#459