

AFSCME FSCMD

TENTATIVE AGREEMENT

August 20, 2012

A. Insurance

1. Effective as of July 1, 2012, the Board's shall pay no more for medical benefits than these monthly amounts: Single \$458.33; Employee and spouse \$916.66; Family and employee with dependent \$1,250.00. The annual amount of the Board's contribution towards medical insurance shall not exceed \$5,500 Single, \$11,000 Employee and spouse; \$15,000 Family and employee with dependent. The medical benefit plan coverage year shall begin July 1, 2012 and end June 30, 2013.
2. The annual allocated amounts identified above shall be prorated for employees who begin work after the start of the scheduled work/school year or terminate employment before the year is completed. The annual allocated amounts shall also be prorated for employees who change subscriber categories during the medical benefit plan coverage year.
3. An open enrollment shall occur during September 2012, with the selected plans to be effective November 1, 2012. The medical plans offered during open enrollment shall be PHP Plan #1, PHP, Plan #5 and PHP Cap Plan A. The benefits and coverage are as defined in a handout dated June, 2012. The parties agree that the insurance contract and underwriting rules shall govern benefits and coverage and that the Board's obligation shall be limited to paying the premiums described above.
4. In the event that AFSCME or another bargaining unit identifies (a) comparable medical plan(s) at a lesser cost, the Board agrees to meet and discuss the alternate plan and to consider whether the advantages of such plans outweigh the administrative burdens of a mid-year change in plan benefits and coverage. AFSCME agrees that the District shall not be required to offer more than two different Health Care plan providers, district-wide.
5. Eligible employees electing medical insurance shall pay the difference between the Board's contributions identified above and the actual cost of the medical plan selected via payroll deduction in accordance with the District's IRS section 125 plan.
 - a. **Medical Plan** All 12 month employees shall continue to pay their current deduction levels for medical insurance until (and including) the first pay of September, 2012. These deductions shall cease beginning with the second pay of September, 2012 until the end of October 2012. For 10 month employees, the current deduction amounts will not be paid in September and October, 2012. Only the catch up deductions listed in section b, below, will be deducted starting on the second pay in September and in October 2012 for both 12 and 10 month employees. As of November 2012 all deductions shall be adjusted to reflect their

share (if any) of the plan selected during open enrollment. This amount for ten month employees will capture total payment for coverage (of the new plan) through June 30, 2013.

- b. Catch up. The difference between the amount an employee has paid towards HC and what should have been paid starting July 1, 2012 will be known as their "catch up." For all employees in the AFSCME FSCMD unit, any catch up due will be divided into twenty (20) payments with the initial catch up deduction starting with the last pay period in September. The amount OF THE initial catch up deduction shall be as much as OR equal to the stipend described below, if needed. Any remaining catch up balance shall be paid in equal deductions over the remaining 19 full pays that constitute a regular ten month employees' work year. This catch up will be separately identified on the employees' pay stubs and is due every one of the 20 pay periods referenced above.

6. Eligible employees electing non-medical benefits shall continue to pay 10% of the cost of the monthly premiums and the Board shall continue to pay 90% of such costs in the manner deducted during the 2011-2012 year, provided that all bargaining unit members throughout the District receiving non-medical benefits pay at least 10% of their non-medical benefit costs. These deductions shall be continued to be made on a monthly basis. (The existing Delta Dental plan shall continue through 2012-2013.)

7. Effective as of July 1, 2012, services/costs incurred will not be eligible for District reimbursement of out-of-pocket deductible costs. Eligible employees will have until September 30, 2012 to submit for reimbursement of costs incurred before June 30, 2012.

8. The no double health insurance coverage provisions within the AFSCME agreement shall continue as written.

B. Cash In Lieu

In the event that the number of eligible employees who elected family medical insurance during 2011-2012 (or the equivalent thereof) is reduced by at least 3 by the end of the September, 2012 open enrollment, the monthly cash in lieu payment shall increase to \$200/month starting November 1, 2012.

C. Wages

1. Effective not later than the last payroll in September 2012, eligible custodial maintenance employees shall advance one step on the wage schedule. In addition, each custodial maintenance employee employed during 2011-2012 in a custodial maintenance position who is actively employed as of August 8, 2012, shall receive a one-time stipend to be paid on the last pay payroll of September, 2012. The stipend shall first be applied (according to IRS rules) to any HC catch up due by the employee. If no catch up is due, or after applying of the stipend, there is a remaining amount, that will be paid and treated per IRS rules, as if regular wages. The stipend amounts are set forth in schedule A.

2. Effective not later than the last payroll in September 2012, eligible food service employees shall advance one step on the wage schedule. In addition, each food service employee employed during 2011-2012 in a food service position who is actively employed as of August 8, 2012, shall receive a one-time stipend to be paid on the last pay payroll of September, 2012. The stipend shall first be applied (according to IRS rules) to any HC catch up due by the employee. If no catch up is due, or after applying of the stipend, there is a remaining amount, that will be paid and treated per IRS rules, as if regular wages. The stipend amounts are set forth in schedule B.

No other wage schedule, step increases or stipends will be paid during 2012-2013.

D. Furlough Days – Custodial Maintenance

For the 2012-2013 year, custodial maintenance employees will accept two unpaid furlough days: July 5, 2012 and April 1, 2013. Wages for the two furlough days shall be deducted evenly throughout the remaining payrolls of the 2012-2013 year as soon as administratively feasible, following ratification of this Agreement. Newly hired and terminating employees will be subject to proration terms defined in the 2011-2012 "Super Team" agreement.

E. Furlough Days – Food Service

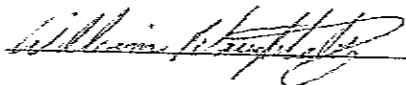
For the 2012-2013 year, Food Service shall accept two unpaid furlough days: one shall be November 6, 2012 and the second unpaid day shall be the Wednesday before Thanksgiving paid holiday related day.

F. 2011-2012 Audit Excess

All AFSCME bargaining unit members relinquish any and all rights to the "off schedule" lump sum payment detailed in the agreement for 2011-2012 (informally referred to as the Super Team agreement).

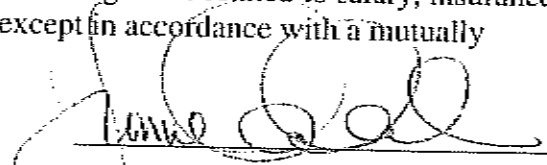
G. Expiration of Economic Provisions

The parties agree that the non-economic provisions expire June 30, 2014, however, the economic provisions, as defined in the Super Team agreement, of this agreement expire June 30, 2013 and the Board shall not thereafter assume or pay any financial obligations related to salary, insurance and furlough days in excess of those specified herein, except in accordance with a mutually ratified successor agreement.



AFSCME FSCM

Dated: 08/20/12, 2012



Lansing School District

Dated: Aug. 20, 2012

Custodial Maintenance

Schedule A

All Custodial, Maintenance and Distribution Employees will receive maximum of \$670.58 including those with split assignments (FS & CM)

Food Service

Schedule B

| Hours | Total Dollars |
|-------|---------------|
| 3 | \$333.75 |
| 3 ¼ | \$361.56 |
| 3 ½ | \$389.38 |
| 4 | \$445.00 |
| 4 ¼ | \$472.81 |
| 4 ½ | \$500.63 |
| 5 | \$556.00 |
| 5 ½ | \$611.88 |
| 6 | \$667.50 |
| 6 ½ | \$723.13 |
| 7 | \$778.75 |
| 7 ½ | \$834.38 |
| 8 | \$890.00 |