

AGREEMENT
BETWEEN
THE PLAINFIELD BOARD OF EDUCATION
AND
TEAMSTERS LOCAL 493:
PLAINFIELD CUSTODIAN AND MAINTENANCE
July 1, 2021 to June 30, 2024

July 1, 2021

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PREAMBLE

WHEREAS, the Board of Education and the Union known as Teamsters Local 493 (hereinafter "Teamsters Local 493") recognize the importance of sustaining a high level of morale among the custodian and maintenance personnel and maintaining harmonious relationships between the Board and its employees in order to provide full service to the Board of Education and the Town of Plainfield and to the improvement to quality of said service while assuring necessary, usual and beneficial communications between the Board and the custodians and maintenance personnel.

ARTICLE I MANAGEMENT RIGHTS

It is recognized that the Board retains and will continue to retain, whether exercised or not, the rights, responsibilities and prerogatives necessary to direct the operation of the Plainfield Public Schools in all its aspects including but not limited to the acquisition, control, and regulation of all property, the employment and supervision of all employees and the organization and administration of the program of the Plainfield Public Schools.

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement. No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as the specific provisions herein elsewhere contained, shall be subject to the grievance provision of the Agreement.

ARTICLE II RECOGNITION

The Board of Education, hereinafter known as the Board, recognizes the TEAMSTERS LOCAL 493, hereinafter called the Union, as the sole and exclusive bargaining agents for the purpose of collective bargaining and with all the rights and privileges as provided by Public Act No. 159, Chapter 113, §7-467 to §7-477 with respect to salaries and hours of employment and other conditions of employment for all school custodian and maintenance personnel, and recognizes a union designated employee as a steward and spokesperson for the membership.

ARTICLE III
NON DISCRIMINATION

The employer and the Union agree that there shall be no discrimination against any employee because of race, creed, color, age, gender, sexual orientation, national origin, mental and physical disability, genetic information, ancestry, or gender identity and expression, marital status, Union affiliation, or political activities which does not impede the performance of the employee's responsibilities.

ARTICLE IV
HOURS OF WORK AND OVERTIME

The regular hours of work for full time custodians and maintenance personnel shall be eight (8) hours per day and forty (40) hours per week Monday through Friday, inclusive. A one-half (1/2) hour lunch period will be provided with the (8) hour shift. Actual shift hours will be adjusted to meet individual school schedules.

All full-time custodians and maintenance personnel shall be paid at the rate of one and one-half (1 ½) times their regular rate of pay for work performed in excess of their eight (8) hours per day and /or forty (40) hours per week. All full-time custodian and maintenance personnel shall be paid double time for work on holidays and Sundays. Sick time will not count towards hours worked for the purpose of calculation overtime.

No custodian may leave work without approval of the supervisor or building administrator. Such request will not be unreasonably denied.

Full time custodian and maintenance personnel must be paid a minimum of two (2) hours when called in on an overtime basis.

Newly hired custodians and maintenance personnel must serve a probationary period of sixty (60) workdays. An evaluation of performance will be submitted to the Business Manager by the Supervisor in concert with the building administrator.

Any creation of new part time positions must be discussed with the union prior to implementation.

There will be no new shifts or any change in existing shift without first discussing any change in these shifts with the union and/or the employee. If the change results in more than one-hour change, discussions should be held with the Union.

An employee may request a change in his/her schedule to the day shift when school is not in session as long as there are no events at the school involved. Such a request shall not be arbitrarily or capriciously denied.

The lead person's shift can begin up to two (2) hours after the opening of the school, e.g., if the high school opens at 6:00 a.m., the shift can be as early as 6:00 a.m. to 2:00 p.m. or as late as 8:00 a.m. to 4:00 p.m. The employer will establish the hours at the beginning of the school year. The change in hours will not be used to avoid overtime and is for the purpose or supervision.

ARTICLE V
PART TIME EMPLOYEES

Part-time maintenance employees work up to twelve hundred (1200) hours per year, twenty (20) or more hours per week. The number of part-time maintenance employees cannot exceed more than three (3), or ten (10%) percent of the number of full-time employees, whichever is greater. The following conditions of employment apply to part time maintenance employees:

- No overtime is paid after eight (8) hours in a day, unless it exceeds forty (40) hours in a week;
- These employees receive three (3) sick days per year, non-cumulative;
- These employees may take two (2) personal days per year, non-cumulative which if taken will be counted towards the 1,200 hours annual limit;
- These employees receive no insurance benefits (except if required by law);
- These employees receive no holiday, vacation or severance pay;
- These employees are eligible for one (1) day of bereavement for the death of a family member;
- The hourly rate of pay will be the same as that paid to a Grounds/Maintenance employee;
- These employees can be assigned to work multiple buildings;
- These employees can be assigned to work weekends and/or week days;
- These employees can be assigned to work any shift except the Monday through Friday, 7:00 a.m. to 3:00 p.m. shift, while school is in session except that in February, March and April, outdoor work posted as overtime opportunities can be assigned to part time employees if insufficient numbers respond to overtime;
- These employees are eligible for work shoes and clothing provision pursuant to this contract;
- These employees receive no pay differential for working any shift and receive no premium rate of pay for working weekends or holidays (except as required by law);
- In the event of reduction in force, a full-time employee will displace a part time employee;
- Part-time maintenance employees only perform those duties set forth in the "PT GROUND/MANTENANCE/CUSTODIAN" job description for Plainfield Public Schools, as it may be amended from time to time.

Part-time custodial employees work up to twenty-five (25) hours per week. The number of part-time custodial employees cannot exceed more than three (3), or ten (10%) percent of the number of full-time employees, whichever is greater. The following conditions of employment apply to part-time custodial employees:

- No overtime is paid after eight (8) hours in a day, unless it exceeds forty (40) hours in a week;
- These employees receive three (3) sick days per year, non-cumulative
- These employees may take two (2) personal day per year, non-cumulative;
- These employees receive no insurance benefits (except if required by law);
- These employees receive no holiday, vacation or severance pay;
- These employees are eligible for one (1) day of bereavement for the death of a family member;
- The hourly rate of pay is defined in the wages of the contract;
- These employees can be assigned to work multiple buildings;
- These employees can be assigned to work any shift;
- Overtime opportunities can be assigned to part-time employees if insufficient numbers respond to overtime;
- These employees are eligible for work shoes and clothing provision pursuant to this contract;
- These employees receive no pay differential for working any shift and receive no premium rate of pay for working weekends or holidays (except as required by law);
- In the event of reduction in force, a full-time employee will displace a part-time employee;
- Part-time employees only perform those duties set forth in the job description for Plainfield Public Schools, as amended from time to time.

ARTICLE VI
VACANCIES

A "vacancy" is defined as an opening in a position which is caused by death, retirement, discharge, resignation, an internal employee assignment change resulting from filling a vacancy or the creation of a new position. When a custodial vacancy occurs in any Plainfield Public School, all presently employed custodian and maintenance personnel shall be notified by internal posting before public posting of such a vacancy. The custodian and maintenance personnel, according to seniority, shall have first choice to fill the vacancy. Final assignment shall be the responsibility and prerogative of management. Choice is limited to position available not duties assigned.

Vacancies caused by internal employee assignment changes are limited to up two (2) postings.

ARTICLES VII
UNION DEDUCTIONS

All employees may become members in the bargaining unit within 30 calendar days of hire. In no case shall there be a service fee charged for non-membership.

The Union agrees to indemnify and to hold the Board harmless against any and all claims, damages, suits and other forms of liability or costs including reasonable attorneys' fees that shall or may arise out of or by reason of any action taken by the Board for the purpose of complying with this Article.

The Board agrees to deduct the monthly dues from the wages of all union members covered by this Agreement, and transmit same to the financial secretary of the Union. The Union agrees to submit to the Board an authorization card signed by each individual employee covered by the Agreement authorizing the deduction. This authorization card shall be in accordance with the requirements of law.

ARTICLE VIII
HOLIDAYS

When one of the following holidays fall during a full time custodian or maintenance personnel regular work week, it shall be observed as a day off with regular pay.

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Presidents' Day	Veterans' Day
Good Friday	Thanksgiving Day & Day after Thanksgiving
Memorial Day	Christmas Day
Fourth of July	Floating Holiday

Without prior approval, in order to receive holiday pay, all employees must work the work day before and the work day after a holiday. Employees on an authorized absence approved by the Supervisor shall receive holiday pay. Sick time documented with a medical note will not disqualify the employee from receiving holiday pay.

If a holiday occurs during a vacation period, the employee shall be entitled to an additional day off with pay on a day that is proposed by the employee and agreed to by the Business Manager and/or Superintendent.

ARTICLE IX
SICK LEAVE

An employee will receive twelve (12) days of sick leave as of July 1 each year. These sick days may accumulate to 150 days. For severance pay, accumulation is limited to 140 days.

Sick time must be used in increments no smaller than one (1) hour.

Notice of all intended absences shall be submitted in writing whenever possible on the appropriate form to the Supervisor twenty-four (24) hours in advance.

A medical note is required after being absent for 3 days. If no note is provided after 3 days, the employee will be subject to disciplinary action based on the established schedule

ARTICLE X
SEVERANCE PAY & PENSION

Upon honorable separation from service, all full-time custodians and maintenance personnel who have been employed for ten (10) or more years in the Plainfield School System as full-time custodian and maintenance personnel shall receive a severance payment equal to forty (40%) percent of per diem pay for up to 140 days of accumulated sick leave. Employees who retire within six months of their tenth anniversary date of employment due to Social Security requirements may still receive this benefit.

Employees hired for full-time status prior to July 1, 2014 shall be eligible to participate in the Town's Pension Plan. Full-time employees hired on or after July 1, 2014 shall be eligible to participate in the Town's Defined Contribution Plan.

ARTICLE XI
PERSONAL LEAVE

Each full-time employee, with the permission of the Supervisor, may be granted three (3) non-cumulative paid leave days per year for necessary personal business. Requests for days immediately before or after a holiday or vacation will be approved with prior approval and will not be arbitrarily or capriciously denied.

Except in the case of an emergency, employees should request permission for such leave time from the Supervisor at least 24 hours in advance. For purposes of this Article, the article concerning vacation time and any other article pertaining to leave requests, employees should submit such request using the District's designated fax number. Any such fax received by the school district Monday through Friday, 7:00 a.m. to 4:00 p.m., shall be the starting point for calculating compliance with applicable advance notice requirements.

Volunteer Fire Fighters: When called to serve at a fire or similar emergency, the custodian or maintenance personnel may receive up to two (2) hours of pay, but the balance of the shift must be made up or the remaining time and salary will be lost.

Personal leave must be used in increments no smaller than 2 hours.

ARTICLE XII
INSURANCE

- A. The Board shall provide all full-time custodians and maintenance personnel, and eligible dependents, with group health insurance benefits pursuant to an agreement between the Board of Education and, currently, CIGNA (“Administrator”). Each year, each eligible employee may choose to participate in the health insurance plan for him/herself and eligible dependents; the cost sharing shall be eighty percent (80%) Board and twenty percent (20%) employee.

The CIGNA plan which is currently being administered for 2021/22 is set forth in Appendix A.

- B. Effective commencing the 2022-2023 contract year, the plan described above shall be eliminated and the Board shall provide eligible custodians/maintenance and eligible dependents with group health insurance benefits through the implementation of a High Deductible Health Plan, accompanied by a Health Savings Account (“HSA”) for eligible employees:

1. For the 2022-2023 contract year, the premium cost share shall be eighty percent (80%) for the Board, and twenty percent (20%) for the custodian.

- (a) Effective with the 2022-2023 contract year, for each eligible full-time custodian, the Board will contribute fifty percent (50%) of the applicable deductible amount into the custodian’s HSA account contract year, as applicable based on the custodian’s coverage level:

50% of the applicable deductible equal to one thousand dollars (\$1,000) for individual coverage and two thousand dollars \$2,000) for two-person or family coverage.

- (b) One-half (½) of the Board’s contribution toward the HDHP/HSA deductible will be deposited into the HDHP/HSA accounts in the first payroll in July and the remaining half (½) will be deposited in the first payroll in January. The Board’s HSA contribution shall also be pro-rated for custodians hired during the contract year, based on the number of months remaining in the contract year. The parties acknowledge that the Board’s contribution toward the funding of the HDHP/HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed custodians. The Board shall have no obligation to fund any portion of the HDHP/HSA deductible for retirees or other individuals upon their separation from employment.

- (c) Following exhaustion of the applicable deductible, prescription drugs shall be subject to the following post-deductible co-payments:

- (1) A formulary plan with a no payment (\$0) generic/twenty dollar (\$20.00) formulary brand/thirty dollar (\$30.00) non-formulary co-pay for retail and mail orders, with an unlimited calendar year maximum.

- (d) The details of this plan are set forth in Appendix E (for informational purposes only) and in the master description of benefits on file in the Superintendent’s Office.

6.

- (e) A Health Reimbursement Account (hereinafter referred to “HRA”) shall be made available for any custodian who is precluded by law from participating in the Health Savings Account (HSA)

because the custodian receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for custodians participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for custodians at the applicable coverage level.

- C. Effective 7/1/2022, The Board shall provide full-time custodians and maintenance personnel with group dental benefits pursuant to an agreement between the Board and, currently, CIGNA ("Administrator"). Each year, each eligible employee may choose to participate in the health insurance plan for him/herself only; the cost sharing shall be eighty percent (80%) Board and twenty percent (20%) employee.
- D. Life Insurance for the individuals in the amount of \$35,000.
- E. Accident and sickness weekly indemnity.
- F. Insurance carriers may be changed by the Board of Education at any time provided the insurance carrier provides comparable benefit coverage.
- G. All full-time custodians and maintenance personnel hired prior to July 1, 2014 and who have served a minimum of ten (10) years in the Plainfield School System and who are retiring from the Plainfield School System, will be allowed along with their eligible family members, to remain as a member of the Plainfield Board of Education insurance group but the premium will be paid totally by the individual. The coverage will include the current Board of Education medical policies minus the life insurance and weekly indemnity. To be eligible, the retiring employee must be acceptable to the current insurance carrier and must have attained fifty-five (55) years of age. Once a retired employee becomes eligible for Medicare benefits or any other government health insurance benefits, the Board's plan will supplement those benefits and will not constitute primary coverage.
- H. In the event the Board of Education plans change insurance carriers, the Board will provide advance notice to the Union as soon as practicable.

ARTICLE XIII
BEREAVEMENT LEAVE

Up to five (5) paid days of leave will be granted per death of a parent, spouse or child/step-child, and up to three (3) paid days of leave for a grandchild, grandparent, brother/brother-in-law, sister/sister-in-law, mother-in-law, father-in-law, son-in-law, daughter-in-law, or member of the household of the full-time custodian.

ARTICLE XIV
VACATION

Each full time custodian shall be entitled to vacation time as follows:

- a) After 1 year of service- 1 week vacation
- After 2 years service- 2 weeks vacation
- After 5 years service- 3 weeks vacation
- After 10 years service- 4 weeks vacation
- After 20 years service- 5 weeks vacation

7.

- b) Any may receive pay for or carry over up to five (5) days of unused vacation days (in lieu of vacation) for employees who are eligible for two (2) or more weeks. This pay is requested just

prior to the anniversary date for up to 5 unused days and will be paid within two weeks after the anniversary date.

Vacations request will not be unreasonably denied.

Vacation must be used in increments no smaller than 2 hours.

Vacations cannot be taken during the last five (5) school days and the following five (5) weekdays, unless approved by management.

Notice of any and all intended absences shall be submitted in writing whenever possible on the appropriate form to the Supervisor 24 hours in advance and shall be approved or denied within a reasonable time frame by management.

Resignation from an individual's employment shall not affect his/her right to the pro-rated proportion of vacation he/she has earned to the date of termination provided he/she has given two (2) weeks termination notice and has worked in the system for at least one (1) year.

ARTICLE XV LEAVE OF ABSENCE

The Board of Education may grant leaves of absence without pay if it is in the best interest of the school system. Requests for such leave shall be made in writing to the Superintendent of Schools and shall include a statement of the reasons for the length of leave requested and whether or not the employee wishes to have his/her position kept open upon termination of his/her leave. Any employee who is on leave without pay shall not be paid for any holiday or sick leave during the period of absence.

ARTICLE XVI SENIORITY

Seniority, according to this Agreement, shall consist of the length of continuous full-time service with the Board of Education and this bargaining unit. An employee's earned seniority shall not be lost because of authorized leave of absence or lay-off of less than two (2) years, but the employee shall not continue to earn accrue or accumulate seniority during absence.

An employee with the least seniority within job classification shall be laid off first. Employees may use seniority to bump a less senior employee in the same job classification provided he/she is qualified as determined by the Supervisor. The two classifications are custodian and maintenance worker.

Part time employees shall be laid off prior to laying off any full-time employee.

ARTICLE XVII RECALL RIGHTS

Laid-off full time employees with the most seniority shall be rehired first and no new employees shall be hired until all laid-off full time employees have been given an opportunity to return to work, providing the employee recalled is qualified to fill the vacancy as determined by the Supervisor. Laid-off full time employees will be retained on a recall list and maintain their seniority status for a period not to exceed two (2) years. An employee who refuses a recall shall lose all further recall rights.

ARTICLE XVIII
GRIEVANCE PROCEDURE AND ARBITRATION

A grievance involving the interpretation or application of a specific section of the Agreement shall be submitted within ten (10) working days after the occurrence of the event in accordance with the steps hereinafter set forth. Under no circumstances, however, may an employee's grievance be submitted after the passage of ten (10) working days from the date he/she knew or should have known of the event giving rise to the grievance. Verbal attempts to resolve the grievance do not extend this time period for filing the written grievance. No employee shall receive any discipline except for just cause. A Union representative will be allowed at all disciplinary hearings.

Step 1. The aggrieved employee with his Union, if he/she so desires, and the Supervisory shall meet in an effort to adjust the grievance. If unable to do so, it may be submitted to the next step by stating the grievance in writing, specifying the section of the agreement involved, and giving a copy to the appropriate Principal within seven (7) working days after the above meeting.

Step 2. The Principal will answer the grievance in writing within seven (7) work days after he/she receives it.

Step 3. If not satisfactory to the employee, the grievance may be submitted within seven working days, thereafter to the Superintendent or his/her designee who shall answer the grievance in writing within seven work days after the day of the above meeting.

Step 4. If unsatisfactory, the grievance may be submitted to the Board at its next regularly scheduled meeting at which time the Board will schedule a hearing for the grievance within fourteen (14) work days after its hearing.

Step 5. If the grievance is not settled it may be submitted, at the request of the Union only, to arbitration before a panel of the Connecticut State Board of Mediation and Arbitration. The Union's request for arbitration shall be in writing and must be filed with the Board of Arbitration no later than ten (10) work days after receipt of the written answer of the Board of Education under Step 4.

The Arbitrators designated shall hear and decide only one (1) grievance at a time. Their award shall be final and binding. The Arbitrators shall be bound by and must comply with all the terms of this Agreement and shall have no power to add to, subtract from, or in any way, modify the provisions of this Agreement. The cost of the arbitration shall be borne equally by both the Board and the Union.

Any time limits specified within this Article, except for the initial filing of a grievance, may be extended by mutual agreement of the Union and the Board provided that, if a grievance is not submitted to a higher step in the above procedure, it shall be deemed settled on the basis of the Board's answer in the last step considered. Any extension by mutual agreement must be set forth in writing and signed by both parties.

ARTICLE XIX
NO LOCK OUT- NO STRIKE

The Board agrees that it will not lock out the employees covered by this Agreement during its term.

The Union and the employees expressly agree that during the life of this Agreement, there will be no strikes, slow-downs, picketing, work stoppages, or other forms of interference with the operation of the school system.

MISCELLANEOUS

If any article or section of this Agreement is declared invalid by a court of competent jurisdiction, said invalidity shall not affect the balance of this Agreement. There shall be no alteration, variation or amendment of the terms and conditions of this Agreement unless made and agreed to in writing by both parties.

Each employee shall have the right to see and review his or her personnel file by appointment.

The Board shall make available written copies of this contractual agreement to all current and to each new employee upon employment.

Job appointments or promotions shall be awarded by the Board, wherever possible, on the basis of ability to perform the work, qualifications and seniority, as determined by the administration. Job postings shall be at the time clock at least three (3) days prior to the closing date. If an employee is not given a promotion, the Board of Education will give the employee a written notification of the rejection stating the reason or reasons for the denial.

Meetings of the Plainfield Custodian and Maintenance Personnel Association must be held on the Custodian and Maintenance Personnel own time. However, if a meeting is called by the Board of Education the custodian may leave his job for the required time without penalty.

Each custodian shall report any unusual occurrence inside or outside of his building to the lead-person or Supervisor, and the appropriate Building Administrator as soon as possible.

The Board, on an annual basis (July 1), shall contribute up to One Hundred Seventy-Five Dollars (\$175.00) towards the purchase of steel-toe safety shoes with the employee paying the balance of purchase over \$175.00. Such shoes shall be worn by the employee while performing his/her responsibilities each day. Employees shall be allowed to purchase shoes at suppliers other than the vendor the Board uses regularly, and they will be reimbursed upon showing a receipt.

Each year, the Board shall purchase five (5) long sleeve and five (5) short sleeve shirts for the employee to identify that the employee is a custodian or maintenance worker for the District. The employee may alternatively apply the equivalent cost, not to exceed \$150.00, for shirts **or any other approved clothing** as identified by the District provided that the employee has sufficient shirts to wear with an insignia daily which is required to promote safety by designating an official school employee.

Officers of the Union will be allowed a reasonable amount of time during hours of work to do union activities upon approval of the Superintendent.

ARTICLE XXI OVERTIME LISTS

Each school shall have its own rotating overtime list based on seniority within classification. Refusal of overtime shall result in placement at the bottom of the rotating list. (No exceptions.) No employee shall be disciplined for refusing overtime to fill in for fellow-employees.

Custodial overtime call-in by individual building shall follow the order for call-in noted below:

1. Leadman/Custodian Absence: Personnel within the building have the right to first refusal to any overtime hours before a call goes out to the district list.
2. District custodians- overtime list (rotating).
3. If no district custodian is available (full rotation), District Building & Grounds are called.
4. If no full-time custodian is available then part-time custodians can be called in.
5. If coverage cannot be found, then Lead Custodian must fill in for absent employee.

Building & Grounds employees will have their own rotating overtime list and procedure/call in.

1. Other District Buildings & Grounds will be called in first for an absent B & G employee.
2. Lead-person at the assigned building with the absence.
3. District lead-person.
4. If qualified, custodians at specific building with absence- using rotational list.
5. If qualified, district custodians from district overtime list can be called in.

Note: Custodians with a split-school schedule will be assigned to a school for overtime.

Emergency Snow Removal:

1. District Buildings & Grounds employees and Lead-persons are required to report for all emergency and snow removal.
2. Custodians report to assigned building. Custodians may be assigned at the discretion of the lead-persons, or supervising administrator to a different location as needed.

Absences of up to 20 working days, to the extent the Board elects to fill in for the absent employee, will be offered to full time bargaining unit members on an overtime basis. If, after 20 work days, the employer may off part-time custodians to work extended shifts or if the employer decides to hire a new bargaining unit employee, once the individual on the extended absence returns to work, the individual hired as a fill-in can be retained or released at the will of the Board.

Nothing herein shall prevent the Board from assigning a part-time employee to do work at a location that has an absent full-time employee.

ARTICLE XXII
WAGE SCHEDULE

	<u>2021/22</u>	<u>2022/23</u>	<u>2023/24</u>
<u>PT-Custodians</u>	\$16.00	\$16.00	\$16.00
<u>Custodians</u>			
0-12 months	\$17.00	\$17.50	\$18.00
1-2 years	\$20.00	\$20.50	\$21.00
2-3 years	\$21.00	\$21.50	\$22.00
More than 3 years	\$22.20	\$23.00	\$24.00
<u>Lead Person</u>	\$26.00	\$27.00	\$28.00
<u>Grounds/Maintenance/District Lead</u>	\$27.50	\$28.50	\$29.50

Note: In 2022/23, employees enrolled in HDHP health insurance will receive a one-time transition stipend of \$500/single or \$1,000/Couple-Family

The Lead Person position will be assigned by the Business Manager on an annual basis after staff evaluations are completed by the Supervisor and Building Administrator. A District Lead will be selected from school lead custodian applicants.

Custodians and Maintenance Personnel required during their workday to use their personal vehicles to perform their duties shall receive a mileage allowance per the current Board policy.

A shift differential of 35 cents per hour shall be paid for full time second shift custodians and 55 cents per hour for any full-time custodians working the third shift (should a third shift position become available). Only full-time custodians are eligible to receive a shift differential. A shift differential is only paid to a custodian for work actually performed during that shift and is not paid for any paid leave time, or work performed by that employee during any other time.

A custodian assigned to substitute in the absence of a Lead-person who works in capacity of a Lead-person for more than two (2) consecutive days shall receive Lead-person pay for the duration of the time served. The second shift differential will be deemed applicable to hours worked after 3:00p.m. up until 11:00p.m.; the third shift differential will be deemed applicable to those hours beginning 11:00 p.m. up until 6:00 a.m.

ARTICLE XXIII
DRESS CODE

The following dress code applies to all custodial and maintenance employees:

1. No cut-off jeans will be permitted
2. Trousers or neat shorts at approximately knee length will be allowed
3. Employees are required to wear steel toed shoes
4. No ripped or cut clothing will be allowed
5. No hats or head coverings within the building except for safety reasons
6. Must wear uniform shirts provided during working hours

ARTICLE XXIV
DURATION AND RENEWAL

This Agreement shall be binding upon the Board and the Union retroactive to July 1, 2018. This Agreement shall continue in full force and effect until midnight of the 30th day of June, 2020.

SIGNATURE BLOCK

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this ____ day of _____.

PLAINFIELD CUSTODIAN & MAINTENANCE
PERSONNEL ASSOCIATION
TEAMSTERS LOCAL 493:

By: _____

Paul Kudelsky, Local President

By: _____

Bevan Sweet, Secretary-Treasurer Teamsters Local 493

PLAINFIELD BOARD OF EDUCATION

By: _____

Christi Haskell, BOE Chair

By: _____

Paul Brenton, Superintendent

See Attached for PPO vs. HDHP Plan comparisons.

**PPO/OPA-2 Plan Comparison to HDHP Health Insurance Plan
HDHP/HSA Plan Takes Effect – July 1, 2022**

BENEFIT	PPO PLAN	PLAINFIELD HDHP
<p><u>In-network</u> Cost shares</p>	<p>In-network services subject to co-pays.</p> <p><u>In-network Cost Shares:</u></p> <p><u>Copays:</u></p> <p>\$20 co-pay Office Visit</p> <p>\$75 co-pay Emergency Room</p> <p>\$0 co-pay outpatient surgery</p> <p>\$50 co-pay Urgent Care Center</p> <p>\$500 co-pay Hospital Admission</p> <p>\$10/20/30 co-pay Prescriptions</p> <p><u>Post Deductible Cost Shares:</u></p> <p>Not Applicable-No In-network Deductible</p> <p><u>Out-of-Pocket Maximum (Employee Pays):</u></p> <p><i>Includes Total Combined In-Network Copays</i></p> <p>-\$6,350 Employee Only</p> <p>-\$12,700 Two Person and Family</p> <p>Unlimited Lifetime Maximum</p>	<p>In-network services subject to deductible and post deductible cost share.</p> <p><u>In-network Cost Shares:</u></p> <p><u>Deductible:</u></p> <p><i>Deductible applies to all Non-Preventive Medical and Prescription Services</i></p> <p>-\$2,000 Employee Only</p> <p>-\$4,000 Two Person and Family</p> <p><i>Preventive Medical Services Covered at 100% (not subject to deductible)</i></p> <p><u>Post Deductible Cost Shares:</u></p> <p>-Medical Services: \$0 (no copays or cost shares after the deductible)</p> <p>-Prescriptions: \$0/\$20/\$30 co-pay* Coinsurance Max (Employee Pays)*: -\$500 Employee Only</p> <p>-\$1,000 Two Person and Family</p> <p><u>Out-of-Pocket Maximum (Employee Pays)*:</u></p> <p><i>Includes In-Network Deductible + In-network Coinsurance (RX Copays)</i></p> <p>-\$2,500 Employee Only</p> <p>-\$5,000 Two Person and Family</p> <p>Unlimited Lifetime Maximum</p> <p>*If an employee's total combined out-of-pocket RX copays reach the Coinsurance Max, Plan will pay 100% of future prescription cost.</p>

The Following Listing of Services and Cost Shares Assumes In-Network Utilization. See Out-of-Network Section Below.		
PPO PLAN		PLAINFIELD HDHP
Preventive Care	\$0 co-pay	Covered at 100%-not Subject to Deductible
Pediatric		
Adult	\$0 co-pay	Covered at 100%-not Subject to Deductible
Vision Exam	\$0 co-pay Covered once every 2 years	Covered at 100%-not Subject to Deductible Covered once every 2 years
Hearing Exam	Covered as part of office visit copay Covered once every 2 years. Screening part of routine physical exam	Covered at 100%-not Subject to Deductible Covered once every 2 years. Screening part of routine physical exam
Routine Gynecological	\$0 co-pay Covered once per year	Covered at 100%-not Subject to Deductible Covered once per year
Medical Services	\$20 co-pay	Subject to Deductible then Covered 100%
Medical Office Visit		
Outpatient	\$0 co-pay	Subject to the Deductible then Covered 100% Subject to medical necessity
PT/OT/Chiropractic/Speech Therapy	Subject to medical necessity	
Allergy Services	\$20 co-pay for office visits and testing. No co-pay for injections Unlimited	Subject to the Deductible then Covered 100% Applies to office visits, testing and injections Unlimited
Diagnostic Lab & X-ray	Covered	Subject to the Deductible then Covered 100%
Inpatient Medical Services	Covered as part of Inpatient Hospital	Subject to the Deductible then Covered 100%
Surgery Fees	Covered as part of Inpatient Hospital or Outpatient Hospital/Surgical Center	Subject to the Deductible then Covered 100%
Office Surgery	Covered as part of Office Visit	Subject to the Deductible then Covered 100%
Outpatient MH/SA	\$20 co-pay	Subject to the Deductible then Covered 100%
Emergency Care	\$75 co-pay (waived if admitted)	Subject to the Deductible then Covered 100%
Emergency Room		
Urgent Care	\$50 co-pay. Urgent care network must be utilized for coverage	Subject to the Deductible then Covered 100%
Ambulance	Covered	Subject to the Deductible then Covered 100%

<u>Inpatient Hospital</u>	<u>Note: All Hospital</u>	<u>Note: All Hospital</u>
General/Medical/Surg./Maternity (Semi-private)	\$500 co-pay Limited to 3 copays annually	Subject to the Deductible then Covered 100%
Ancillary Services (Medication, Supplies)	Covered	Subject to the Deductible then Covered 100%
Inpatient Psychiatric	\$500 co-pay	Subject to the Deductible then Covered 100%
Inpatient Substance Abuse/Detox	\$500 co-pay	Subject to the Deductible then Covered 100%
<u>PPO PLAN</u>		<u>PLAINFIELD HDHP</u>
Inpatient Rehabilitative	Covered 180 combined days per calendar: Rehab, SNF and other Sub Acute Hospitals	Subject to the Deductible then Covered 100% 180 combined days per calendar: Rehab, SNF and other Sub Acute Hospitals
Skilled Nursing Facility	Covered 180 combined days per calendar: Rehab, SNF and other Sub Acute Hospitals	Subject to the Deductible then Covered 100% 180 combined days per calendar: Rehab, SNF and other Sub Acute Hospitals
Hospice	Covered	Subject to the Deductible then Covered 100%
<u>Outpatient Hospital/Surg. Center</u> Outpatient Surgery Facility Charges	Covered	Subject to the Deductible then Covered 100%
Diagnostic Lab & X-ray	Covered	Subject to the Deductible then Covered 100%
Pre-Admission Testing	Covered	Subject to the Deductible then Covered 100%
Other Services Durable Medical Equipment	Covered	Subject to the Deductible then Covered 100%
Prosthetics	Covered	Subject to the Deductible then Covered 100%
Home Health Care	Covered	Subject to the Deductible then Covered 100%
<u>Prescription Drugs:</u> Managed Three Tier	\$10 Generic/\$20 (listed brand)/\$30 (non- listed brand) mail order 1 times co-pay Unlimited annual maximum.	Subject to the Deductible then co-pays: \$0 Generic/\$20 (listed brand)/\$30 (non- listed brand) mail order 1 times co-pay Unlimited annual maximum.

Out-of-Network Cost Share.		
PPO PLAN		PLAINFIELD HDHP
Out-of-Network Cost shares	<p>Out-of-network services subject to deductible and coinsurance.</p> <p>Out-of-network (OON) Cost Shares: Deductible:</p> <p>- \$200 Employee Only</p> <p>- \$400 Two Person</p> <p>- \$500 Family</p> <p>Post Deductible Cost Shares: Coinsurance — 20% (plans pays 80%) to:</p> <p>- \$3,000 Employee Only</p> <p>- \$6,000 Two Person</p> <p>- \$7,500 Family</p> <p>Coinsurance Max (Employee Pays):</p> <p>- \$600 Employee Only</p> <p>- \$1,200 Two Person</p> <p>- \$1,500 Family</p> <p>Out-of-pocket maximum (Employee Pays): Includes OON Deductible + OON Coinsurance</p> <p>- \$800 Employee Only</p> <p>- \$1,600 Two Person</p> <p>- \$2,000 Family</p> <p>Unlimited Lifetime Maximum (Per ACA)</p>	<p>Out-of-network services subject to deductible and coinsurance.</p> <p>Out-of-network (OON) Cost Shares: Deductible (not inclusive of In-network deductible):</p> <p>- \$5,000 Employee Only</p> <p>- \$10,000 Two Person and Family OON Preventive Services Covered ARE Subject to the OON Deductible</p> <p>Post Deductible Cost Shares: Coinsurance — 20% (plans pays 80%) to:</p> <p>- \$3,750 Employee Only</p> <p>- \$7,500 Two Person and Family</p> <p>Coinsurance Max (Employee Pays):</p> <p>- \$5,750 Employee Only</p> <p>- \$11,500 Two Person and Family</p> <p>Out-of-pocket maximum (Employee Pays): Includes OON Deductible + OON Coinsurance</p> <p>- \$2,000 Employee Only</p> <p>- \$4,000 Two Person and Family</p> <p>Unlimited Lifetime Maximum (Per ACA)</p>