

**AGENDA ITEM #XII-B-1
JULY 21, 2015
HIGHLAND COMMUNITY COLLEGE BOARD**

ACTION, IF NECESSARY

**MEMORANDUM OF UNDERSTANDING REGARDING EXTENSION OF COLLECTIVE
BARGAINING AGREEMENT BETWEEN HIGHLAND COMMUNITY COLLEGE AND
THE HIGHLAND CUSTODIAL AND MAINTENANCE COUNCIL LOCAL #1957**

RECOMMENDATION OF THE PRESIDENT AND CEO: It is recommended that the Highland Community College Board approves the attached Memorandum of Understanding with the Highland Community College Custodial and Maintenance Council Local 1957 extending the collective bargaining agreement through June 30, 2016.

BACKGROUND: The attached Memorandum of Understanding outlines the terms and conditions of the extension, which have been presented to and approved by the members of the Custodial and Maintenance Council Local 1957.

BOARD ACTION: _____

**Memorandum of Understanding
Extension of Collective Bargaining Agreement**

**HIGHLAND COMMUNITY COLLEGE
And
The Highland Custodial and Maintenance Council
Local #1957
IFT/AFT/AFL-CIO**

The Collective Bargaining Agreement between The Board of Trustees for Highland Community College (hereinafter "Board") and the Highland Custodial and Maintenance Council (hereinafter "Council") is set to expire on June 30, 2015. The parties have held discussions, through representatives of the Board and the Council to discuss changes to salaries for the 2015-16 school term and the extension of the terms of the current Agreement. The Board and Council have reached agreement and enter into this Memorandum of Understanding to implement their agreement.

Therefore, the Board and Council hereby agree to the following modifications to the Collective Bargaining Agreement in effect between the Board and Council:

1. Contract Extension: Article 19 of the Collective Bargaining Agreement between the Board and Council is hereby amended to extend the effective date of the Agreement for a period commencing July 1, 2015, to June 30, 2016.
2. Article 18.1, Salary: For the 2015-2016 contract year, all employees, except those hired within the last sixty (60) days of the 2014-2015 contract year, shall receive an increase of 1.75% above the hourly wage earned in the 2014-2015 contract year. This increase shall be reflected in the first pay day after the effective date of the extension period. All salary premium, shift differentials and incentive pay shall remain the 2014-15 contract year levels.
3. Article 18.2 - Starting Pay/Range: Commencing July 1, 2015, the starting pay for a Custodian shall be a range of \$10.50-\$10.70 per hour.
4. The remainder of the terms of the current Collective Bargaining Agreement not amended or inconsistent with the terms of this Memorandum of Understanding shall remain in full force and effect for the duration of this extension.
5. The representatives for the Board and Council who are signatories to this Memorandum of Understanding each represent that they have obtained ratification of the terms of this extension from their respective Board and membership with the same authority and process as for ratification of a new collective bargaining agreement and they have full authority to enter into this agreement.

6. This Memorandum of Understanding for contract extension shall not constitute and shall not be cited as past practice for any future negotiations for a successor collective bargaining agreement between the parties.

For the Board of Trustees

For the Council

By _____
Board Chair

By _____
Council President

Date _____

Date _____