MEMORANDUM OF AGREEMENT

2014-2015 TERMS AND CONDITIONS OF EMPLOYMENT FOR GLAZIERS

This Memorandum of Agreement is by and between Independent School District No. 625 ("District"), Employer, and the Twin City Glaziers, Architectural Metals and Glass Workers, Local 1324, exclusive representative for glaziers. The purpose of this agreement is to establish terms and conditions of employment for the period June 1, 2014, through May 31, 2015.

PERTINENT FACTS:

The employment agreement with School District glaziers requires a wage reopener for the third year, June 1, 2014 through May 31, 2015. The terms and conditions in the 2012-2015 contract, except for Appendices C and D, will remain in force through May 31, 2015. Revised Appendices C and D are attached to this Memorandum of Agreement and constitute the annual wage/benefit changes for this group for the period June 1, 2014, through May 31, 2015. All other terms and conditions of employment remain unchanged and in force through May 31, 2015.

INDEPENDENT SCHOOL DISTRICT, NO. 625

Chair, Board of Education

Assistant Manager, Negotiations/Employee Relations

9-23-14
Date

TWIN CITY GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS, LOCAL 1324

Business Representative

November 11, 2014
Date

Attachments: 2014-2015 Appendix C and Appendix D

APPENDIX C

C-1 The total hourly cost to the Employer for wages plus any and all contributions or deductions stated in Appendix D of this Agreement shall not exceed the following amounts:

	Effective 6/2/2012	Effective 6/1/2013	Effective 5/31/2014
Glazier	$50.19	$50.88	$52.18
Lead Glazier	$51.19	$51.88	$53.18

C-2 The total taxable hourly rate including wages and the vacation contribution in Appendix D and excluding all other benefit costs and obligations in Appendix D, for regular and probationary employees who are subject to PERA and are appointed to the following classes of positions shall be as follows:

	Effective 6/2/2012	Effective 6/1/2013	Effective 5/31/2014
Glazier	$33.98	$34.43	$35.40
Lead Glazier	$34.92	$35.37	$36.34

C-2A **The basic hourly wage rates in this Section C-2A are for compensation analysis purposes only. These figures represent the portion of the Appendix C, Section C-1 rates above specifically allocated to wages. These rates do NOT include taxable benefit contributions and therefore should NOT be used for taxable payroll calculations. See Section C-2 and C-3 for total taxable payroll information.**

	Effective 6/2/2012	Effective 6/1/2013	Effective 5/31/2014
Glazier	$29.48	$29.93	$30.90
Lead Glazier	$30.42	$30.87	$31.84

C-3 The total taxable hourly rate including wages and the vacation contribution in Appendix D for regular and probationary employees not subject to PERA who are appointed to the following classes of positions shall be:

	Effective 6/2/2012	Effective 6/1/2013	Effective 5/31/2014
Glazier	$36.45	$36.93	$37.97
Lead Glazier	$37.45	$37.93	$38.97

If a temporary employee working in a title listed in this Section C-3 becomes subject to the requirements of the Public Employees Retirement Act (PERA), which thereby requires the Employer to make contributions to PERA, the calculated hourly rate of pay may change so the Employer's cost does not exceed the amounts listed in Section C-1 above.

C-4 The total taxable hourly rate including wages and the vacation contribution in Appendix D for temporary employees who are appointed to the following classes of positions shall be:

	Effective 6/2/2012	Effective 6/1/2013	Effective 5/31/2014
Glazier	$35.69	$36.17	$36.71
Lead Glazier	$36.69	$37.17	$37.71

C-5 The basic hourly wage rates for the Apprentice class of positions:

Apprentice	0 - 6	months	60% of Glazier
	7 - 12	months	65% of Glazier
	13 - 18	months	70% of Glazier
	19 - 24	months	75% of Glazier
	25 - 30	months	80% of Glazier
	31 - 36	months	90% of Glazier

A premium pay of ninety cents ($.90) per hour shall be paid for all swing stage work, such as any work performed from a boatswain's chair, swing scaffold, or scaffold twenty (20) feet or more above the ground. All standard safety laws shall be complied with.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the rates in Appendix C, Sections C-2 through C-4 in such a way that the total cost of the package (wage rate plus contributions) remains constant and does not exceed the amounts shown in Appendix C, Section C-1.

APPENDIX D

Appropriate payroll deductions have been or will be made to the following Union-designated funds per the following schedule:

Fund	Effective 6/2/2012	Effective 6/1/2013	Effective 5/31/2014
Vacation Fund			
Regular Employees	$4.50	$4.50	$4.50
Temporary Employees	$1.50	$1.50	$1.50
Health and Welfare Fund	$6.10	$6.35	$6.60
International Pension Fund			
Regular Employees	$7.09	$7.09	$7.09
Pension Fund			
Temporary Employees	$7.85	$7.85	$8.35
Apprenticeship Fund	$ .45	$ .41	$ .42

The Employer shall make legally established non-negotiated pension contributions to PERA. Changes in the mandated PERA rate may change the calculated hourly base rate of pay so the Employer's cost does not exceed the amounts listed in Appendix C, Section C-1 above.

All contributions made in accordance with this Appendix D shall be deducted from and are not in addition to the amounts shown in Appendix C, Section C-1. The Appendix D amounts shall be forwarded to depositories as directed by the Union and agreed to by the Employer. These funds will typically be forwarded by the 15th, but not later than the 24th, of the month following the month in which the hours were worked.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

Participating employees as defined in Articles 12.3, 12.4, and 12.5 covered by this Agreement shall not be eligible for, governed by or accumulate vacation, sick leave, holiday, funeral leave, or insurance fringe benefits that are or may be established by Personnel Rules, Council Ordinance or Council Resolutions.

The Employer's fringe benefit obligation to participating employees is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.