

Letter of Agreement

Additional Hours Offered to Specifically Identified Food Service Employees

This Letter of Agreement is entered into between LAKEVIEW SCHOOL DISTRICT (the "District") and MAINTENANCE, GROUNDS AND FOOD SERVICE EMPLOYEES CHAPTER OF LOCAL 331 AFFILIATED WITH MICHIGAN COUNCIL 25, AFSCME, AFL-CIO (the "Union").

The District and the Union agree that for the fiscal year to date, Union members working in food service and receiving health care benefits have had less than the legally required premium payments withheld from their bi-monthly paychecks. It is further agreed that in order to meet legal obligations under the "hard cap" for insurance benefits, an increased amount will need to be deducted for the remaining pays in the 2023-2024 school year.

As a goodwill gesture, the District will offer these specifically identified employees sufficient additional hours of work for the remainder of the 2023-2024 school year to cover the increased deductions, resulting in little to no decrease in net pay from prior to this adjustment.

Additional hours will be offered in whole hour increments, rounded up to cover the additional premium contributions. This work will be at the sole discretion and assignment of the Director of Food Service. There is no implication of seniority involved with this assignment. These additional hours will only be offered to specifically identified employees determined to be effected by the above described premium adjustments.

Each employee can choose to accept these additional hours without any impact on any other portion of their job or evaluation.

This letter of agreement will be valid as of the date this agreement is signed and through May 31, 2024

Neither the District nor the Union waive any other rights or protections under the Master Agreement.

FOR LAKEVIEW SCHOOL DISTRICT

By: 

Its: Asst. Sup. For H.R.

Dated: 1/24/24

FOR THE UNION

By: Tammy Porter

Its: AFSCME Staff Representative

Dated: 01/24/2024