

***MASTER AGREEMENT***

***BETWEEN***

***SOUTH HAVEN BOARD OF EDUCATION***

***AND***

***LOCAL 517M***

***SERVICE EMPLOYEE INTERNATIONAL UNION  
AFL-CIO-CLC***

***Food Service Workers***

***Expires: August 15, 2012***

The South Haven Public Schools and Local 517M of the Service Employee International Union agree that they shall not discriminate in their policies and practices with respect to compensation, terms or conditions of employment because of an individual's race, color, religion, sex, national origin, sexual orientation, age, height, weight, marital status, political belief or handicap. The Director of Personnel is the compliance officer for issues related to Title VI, VII, IX, Section 504, and A.D.A. The compliance officer can be reached at 269-637-0544.

## INDEX BY ARTICLE

	Page
Article 1 ..... Purpose and Recognition .....	1
Article 2 ..... Agency Shop.....	2
Article 3 ..... Union Rights and Responsibilities.....	3
Article 4 ..... No Strike .....	4
Article 5 ..... Seniority.....	5-6
Article 6 ..... Vacancies, Promotions, and Transfers.....	7-8
Article 7 ..... Layoff and Recall.....	9
Article 8 ..... Authorized Absence.....	10-14
Article 9 ..... Paid Holidays .....	15
Article 10 ..... Working Hours.....	16-17
Article 11 ..... Grievance Procedure.....	18-19
Article 12 ..... Discipline of Employees .....	20
Article 13 ..... General.....	21-23
Article 14 ..... Severability .....	24
Article 15 ..... Health and Safety.....	25
Article 16 ..... Board of Education Rights.....	26
Article 17 ..... Wages.....	27
Article 18..... Duration of Agreement.....	28