



SEIU Local 284  
In Negotiations With  
Waconia Public Schools  
UNION PROPOSALS  
Submitted: April 3, 2024

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In the following proposals: (1) underlined language is language that would be added to the contract; (2) ~~struck through language~~ is language that would be removed from the contract; and (3) plain language is current language that would remain in the contract.

Proposal 1

Union proposes a two-year contract with a term of July 1, 2023 to June 30, 2025.

Proposal 2

Article V  
Employee Rights

Section 3. Request for Dues Check Off and Political Action Committee Checkoff. Employees shall have the right to request and be allowed check off for the Union ~~employee organization of their selection~~ and for the political action committee of the Union provided that dues check off and proceeds thereof shall not be allowed any employee organization that has lost its right to dues check off pursuant to PELRA. ~~Upon receipt of a properly executed authorization card (including written or electronic) of the employee involved~~ Upon receipt of notice from the Union that an employee has signed an authorization to deduct Union dues and / or political action committee contribution, the School District will deduct from the employee's paycheck the dues and / or political action committee contribution that the employee has agreed to pay to the Union ~~employee organization~~ during the period provided in said authorization. The School District shall continue such deductions until notified by the exclusive representative to cease. Deductions shall be made each month and deductions so made shall be transmitted to the Union ~~designated organizations~~ together with a list of names of the employees from whom deductions were made. The exclusive representative hereby warrants and covenants that it will defend, indemnify and save the School District harmless from any and all actions, suits, claims, damages, judgements and executions or other forms of liability, liquidated and unliquidated, which any person may have or claim to have, now or in the future, arising out of or by reason of the deduction of the request for dues and / or political action fund checkoff.

Proposal 3

Article V  
Employee Rights

Section 4. Union Orientation. The District will allow a Union designated representative to meet in person with newly hired employees for thirty minutes within two weeks from the date of hire, during new employee orientations or (if the District does not conduct new employee orientations) at individual or group meetings. All employees participating in these meetings will be in pay status. The District will provide at least ten days notice in advance of an orientation. Meetings may be held virtually or for longer than 30 minutes only by mutual agreement of the District and the Union.

Proposal 4

Article V  
Employee Rights

Section 5. Employee Information.

Subd. 1. In General. Upon request from the Union, the District will provide the following contact information to the Union: name, job title, worksite location (including location within a facility when appropriate), home address, work telephone number, home and personal cell phone numbers on file with the District, date of hire, work email address, personal email address on file with the District, wage, number of hours normally scheduled in a day, and number of duty days contracted for. The District will provide this information to the Union in a format acceptable to the Union.

Subd. 2. New Employee Information and Terminated Employee Information. For each new employee, the District will provide the Union with the information specified in Section 2.1 within twenty calendar days from the date of hire of an employee. The District will notify the Union within 20 calendar days of an employee's separation from employment or transfer out of the bargaining unit.

Proposal 5

Article VI  
Compensation

Section 1. Rates of Pay.

Subd. 7. In the event a successor agreement is not entered into prior to the expiration of this agreement, an employee will advance one step on the wage scale on July 1 (if eligible under Subd. 3). ~~shall be compensated according to his or her current rate until a successor agreement is executed.~~

Subd. 8. Each employee will receive compensation for any wage increase and / or step advancement retroactive to July 1, 2023.

Proposal 6

Article VI  
Compensation

Section 4. Boiler License Compensation. Employees holding boiler licenses shall be compensated for said license in addition to the base wage rate. Boiler License compensation per hour override:

Special License	<u>\$0.45</u>	<del>\$0.25</del>
2 <sup>nd</sup> Class License	<u>\$0.60</u>	<del>\$0.40</del>
1 <sup>st</sup> Class License	<u>\$0.80</u>	<del>\$0.60</del>
Chief License	<u>\$0.90</u>	<del>\$0.70</del>

Proposal 7

Article VI  
Compensation

Section 5. Registered Unlicensed Electrician Compensation. A Custodial / Maintenance employee for whom the School District has required registration as an unlicensed electrician will receive an additional \$0.50 ~~\$0.30~~ per hour in addition to his / her basic hourly wage. Proof of annual registration in the form of an updated registration card issued by the State of Minnesota will be required to receive the additional compensation.

Proposal 8

Article VI  
Compensation

Section 6. Pesticide Applicator Certification Compensation. An employee for whom the School District has required certification as a pesticide applicator will receive an additional \$0.50 ~~\$0.30~~ per hour in addition to his / her basic hourly wage. Proof of annual recertification in the form of an updated certification card issued by the Minnesota Department of Agriculture will be required to receive the additional compensation.

Proposal 9

Article VI  
Compensation

Section 18. High School Differential. An employee who is assigned to work at the high school will receive \$1.00 per hour in addition to their basic hourly wage.

Proposal 10

Article VI  
Compensation

Section 20. Short Staffing Differential. An employee who performs work in a building at which an assigned staff member is absent from work or a permanent position is vacant will receive \$2.00 per hour in addition to their basic hourly wage for all hours worked on that shift. An employee will not be involuntarily reassigned to perform work at a building different from their normally assigned building more than once in any two week period.

Proposal 11

Article VII  
Group Insurance

Section 2. Group Insurance.

Subd. 1. Health and Hospitalization (Full-Time). According to the following schedule, the School District will contribute a monthly sum, not to exceed the listed amounts toward the cost of the premium for the current district medical / hospitalization plan for each full time custodian employed by the School District who qualifies for an is enrolled in the group medical / hospitalization plan. The cost of the premium not contributed by the school board shall be borne by the employee and paid by payroll deduction.

Monthly District Contribution

Effective Date	Amount		
July 1, <del>2023</del> 2024	Single Policy	_____	\$767.13
	2-Party Policy	_____	\$1,185.91
	Family Policy	_____	\$1,476.88

School District monthly insurance contributions reflect the amounts provided in the Waconia Education Association's 2023 – 2025 ~~2021-2023~~ collective bargaining agreement.

Proposal 12

Article VIII  
Holidays, Vacation, Leaves of Absence

Section 1. Holidays. Thirteen (13) ~~twelve (12)~~ holidays will be observed annually to coincide with the school calendar.

Subd. 1. The following days will be observed as holidays:

New Year's Eve Day	Christmas Eve Day
New Year' Day	Christmas Day

Martin Luther King Jr. Day  
Presidents' Day  
Good Friday or Monday after Easter  
Memorial Day

Independent Day  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving Day  
Juneteenth

Proposal 13

Article VIII  
Holidays, Vacation, Leaves of Absence

Section 4. Sick Leave

{The Union desires a discussion of the interaction of the current contract language on sick leave and the new statutory Earned Sick and Safe Time. Following discussion, the Union may have a formal proposal to make on this subject matter}

Proposal 14

Article VIII  
Holidays, Vacation, Leaves of Absence

Section 4. Sick Leave.

Subd. 4. When permitted by Minnesota law, the School District may require an employee to furnish a medical certificate from the school health officer or from a qualified health care provider ~~physician~~ or by other individual identified in Minnesota law as evidence of illness, indicating such absence was due to illness, in order to qualify for sick leave pay. ~~However, the final determination as to the eligibility of an an employee for sick leave is reserved to the School District.~~

Subd. 8. In June of each year, an employee who has accumulated 880 hours (110 days) of sick leave may convert up to 80 hours of sick leave to actual monetary compensation.

Subd. 9. An employee who (a) retires from the District and has worked for the District for at least 15 years will receive monetary compensation equal to 50 percent of their accumulated sick leave.

Article XI

Defined Contribution Plan and Health Reimbursement Account

Section 2. District Matching Benefits.

Years of Service In District	Board Matching Contribution		Total During Service Bracket
	403(b) Plan	HRA Plan	
0 – 3 yrs	No district match	No district match	\$0
4 – 10 yrs	<u>\$300 match</u>	<u>\$300 match</u>	<u>\$4,200</u>
	<del>\$250 match</del>	<del>\$250 match</del>	<del>\$3,500</del>
11 – 15 yrs	<u>\$475 match</u>	<u>\$475 match</u>	<u>\$4,750</u>
	<del>\$425 match</del>	<del>\$425 match</del>	<del>\$4,250</del>
16 – 20 yrs	<u>\$650 match</u>	<u>\$650 match</u>	<u>\$6,500</u>
	<del>\$600 match</del>	<del>\$600 match</del>	<del>\$6,000</del>
21 – 25 yrs	<u>\$800 match</u>	<u>\$800 match</u>	<u>\$8,000</u>
	<del>\$750 match</del>	<del>\$750 match</del>	<del>\$7,500</del>
26 - ____yrs	<u>\$950 match</u>	<u>\$950 match</u>	
	<del>\$900 match</del>	<del>\$900 match</del>	

Lifetime Maximum District Contribution: \$32,200 ~~\$30,000~~

Proposal 16

Salary Schedule for 2022-2023												
Position Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Day Leads / Custodial Maintenance	12	18.81	19.44	20.10	20.74	21.40	22.05	22.74	23.37	24.01	24.68	25.50
Night Leads / Groundskeeper	11	18.15	18.75	19.38	20.01	20.63	21.27	21.88	22.52	23.15	23.79	24.59
Custodial Cleaner	6	14.77	15.21	15.63	16.09	16.50	16.92	17.34	17.76	18.22	18.64	19.20
Salary Schedule for 2023-2024												
Position Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Day Leads / Custodial Maintenance	<u>12</u>				<u>21.78</u>	<u>22.47</u>	<u>23.15</u>	<u>23.88</u>	<u>24.54</u>	<u>25.21</u>	<u>25.91</u>	<u>26.78</u>
Night Leads / Groundskeeper	<u>11</u>				<u>21.01</u>	<u>21.66</u>	<u>22.33</u>	<u>22.97</u>	<u>23.65</u>	<u>24.31</u>	<u>24.98</u>	<u>25.82</u>
Custodial Cleaner	<u>6</u>				<u>16.89</u>	<u>17.33</u>	<u>17.77</u>	<u>18.21</u>	<u>18.65</u>	<u>19.13</u>	<u>19.57</u>	<u>20.16</u>
Salary Schedule for 2024-2025												
Position Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Day Leads / Custodial Maintenance	12				<u>22.87</u>	<u>23.59</u>	<u>24.31</u>	<u>25.07</u>	<u>25.77</u>	<u>26.47</u>	<u>27.21</u>	<u>28.11</u>
Night Leads / Groundskeeper	11				<u>22.06</u>	<u>22.74</u>	<u>23.45</u>	<u>24.12</u>	<u>24.83</u>	<u>25.52</u>	<u>26.23</u>	<u>27.11</u>
Custodial Cleaner	6				<u>17.74</u>	<u>18.19</u>	<u>18.65</u>	<u>19.12</u>	<u>19.58</u>	<u>20.09</u>	<u>20.55</u>	<u>21.17</u>