

ARTICLE VII - WORK SCHEDULE AND WAGE RATES

Section 1

Forty (40) hours of work is required as a work week and not less than eight (8) consecutive hours represents a work day. A work week is defined as five (5) consecutive days. Employees will be allowed to take one (1) fifteen (15) minute break for each four (4) hours worked. A thirty (30) minute lunch period does not constitute a part of the work day or work week. Special arrangements by the mutual consent of both parties can be set up such as the four (4) day, forty (40) hour week. The work week will commence 12:01 a.m. Saturday morning and end midnight of the following Saturday morning (12:00 a.m.)

Section 2

Time plus one half the regular hourly rate shall be paid for all work in excess of forty (40) hours in any week. There shall be no pyramiding of overtime. Overtime shall be distributed among full-time employees as equally as possible over a reasonable period of time by seniority and the minimum ability to perform the job.

Section 3

Employees called back to work for emergency after completing their regular work shall be guaranteed a minimum of three (3) hours pay at time and one half. Any personnel on the call out list or any maintenance person called while off work to an alarm or any problem that might arise at any campus locations that can be resolved over the phone or is such a nature that the alarm or problem does not require a maintenance person to report to work, will be compensated with two (2) hours of compensatory time. The process of filling an Overtime Request and Approval Slip is required with the Comp Time box checked, and reason for request filled out. This is regular pay plus additional one half (½). The current practice on maintenance "call and not be used" shall be continued; however, accumulated time will not exceed eight hours without approval.

Section 4

As a condition of employment, all personnel accept a consecutive five (5) days to include Saturday as regular pay when their assignment requires them to work this schedule. Assignments will be made according to seniority or by employee request. All employees will be paid double time for all time worked on Sunday, provided there shall be no pyramiding of overtime. Employees will be notified fourteen (14) calendar days prior to a change in work week.

Section 5

When a member of the bargaining unit substitutes for another member in a position of higher classification, he/she shall be paid at the rate of his/her step of the higher classification for all hours worked at the higher classification.

Section 6

For each eight (8) hour work day, a thirty (30) minute lunch period will be scheduled without pay.

Section 7

The following are designations of shifts and their rate of pay:

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Day shift #1	No Differential	7:30 a.m. to 4:00 p.m.
Afternoon shift #2	.28	3:30 p.m. to 12:00 a.m.
Midnight shift #3	.33	10:30 p.m. to 7:00 a.m.

To qualify for shift differential, any employee must work four (4) hours or more on the shift.

Section 8

- A. The Board will deduct from the pay of each member of the bargaining unit, from whom it received written authorization to do so, the required amount of Union dues. The dues and a list of the employees who pay the dues and the dues that have been deducted shall be forwarded to the President of the Union no later than fifteen (15) days after such deductions have been made. The Union will inform the Board of any change in the amount of dues in accordance with its constitution. The Union agrees to refund to the Board or the employee any dues which may have been erroneously deducted or any monies which may have been erroneously remitted to the Union.
- B. Fair Share
1. If an employee covered by this Agreement does not join the Union, such employee will:
 - a. Execute an authorization for the deduction of a sum equivalent to the proportionate share of the cost of the collective bargaining process and contract administration as annually certified by the Union (hereinafter "Fair Share Fee"); or
 - b. Pay directly to the Union a like sum.

2. In the event such an authorization is not signed or such direct payment is not made within thirty (30) calendar days following the successful completion of probation of the employee or the effective date of this Agreement, whichever is later, the Board shall deduct the Fair Share Fee in payments in the same manner as dues are deducted pursuant to Section 8, A.
3. The Union agrees to indemnify and save the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of subsection B,2 above, including reimbursement for any legal fees or expenses incurred in connection therewith.
4. The Board agrees to promptly notify the Union in writing of any claim, demand, suit, or other form of liability in regard to which it will seek to implement the provisions of subsection B above and, if the Union so requests in writing, to surrender claims, demands, suits, or other forms of liability.
5. The provisions of this Fair Share Section (8, B,2) shall not apply to any person who was a member of the Bargaining Unit and did not belong to the Union as of July 1, 1984, except and unless should those persons at some future date voluntarily agree to either the Fair Share provisions or take out a membership in the Union.
6. Any employee objecting to the Fair Share Fee based upon bona fide religious tenets or teaching of a church or religious body of which such employee is a member shall pay an amount equal to the Fair Share Fee to a non-religious charitable organization. Such organization shall be mutually agreed upon by the employee and the Union, or in the absence of such agreement, to an organization on the approved list of charitable organizations established by the Illinois Education Labor Relations Board.