

**COLLECTIVE BARGAINING  
AGREEMENT**

**between the**

**SHORELINE SCHOOL DISTRICT  
NO. 412**

**and the**

**AUTOMOTIVE MECHANICS**

**September 1, 2016 to August 31, 2019**

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**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**SHORELINE SCHOOL DISTRICT NO. 412**

**AND**

**AUTOMOTIVE MECHANICS  
LODGE NO. 160, IAM LOCAL #289**

**2016-2019**

**1.0 GENERAL STATEMENT OF PHILOSOPHY**

1.1 This Salary Schedule and Provisions for Automotive Mechanics in the Shoreline School District expresses the philosophy of the District in developing personnel policies that will attract and hold the best-qualified personnel. The purpose of this Agreement is to provide through collective bargaining sound relationships between the District and its employees, to secure an amicable and fair disposition of grievances and to prevent interruption by work stoppage of employees and permit efficient operation of the District's Transportation Department.

1.2 The Union recognizes the ability of the District to provide wages and working conditions satisfactory to its employees is, to a large extent, dependent on the cooperation of the employees in maintaining efficient and, so far as possible, stabilized operation of the Transportation Department. In furtherance therefore, of the above-stated purposes, it is hereby agreed:

**2.0 SALARY SCHEDULE**

2.1 All employees are paid on an hourly basis.

<u>Salaries</u>	<u>2016-2017</u>
Journeyman Mechanic	\$ 27.74
Foreman Journeyman Mechanic (110% of Journeyman Mechanic)	\$ 30.52
Preventative Maintenance Mechanic (85% of Journeyman Mechanic)	\$ 23.58
Parts Person/Shop Assistant	\$ 15.73

2.1.1 The 2016-2017 rates of pay shall be set forth in 2.1 of the agreement.

1 2.1.2.1 For the 2017-2018 and the 2018-2019 school years the rates on  
2 the salary schedule shall be improved by the state % increase for  
3 classified employee salaries, if any, in the month such state  
4 increases are effective. If the state grants a classified employee  
5 increase in a manner other than the % method used in the past,  
6 the parties agree to re-open the salary schedule solely for the  
7 purpose of applying such increase to the salary schedule.  
8

9 2.1.2.2 On or before June 1 of each year, the Parties agree to review the  
10 hourly pay rates and related compensation data for the current  
11 year for the Journeyman Mechanic position in the following 17  
12 school districts: Bellevue, Edmonds, Everett, Highline, Issaquah,  
13 Lake Stevens, Lake Washington, Marysville, Mercer Island,  
14 Monroe, Mukilteo, Northshore, Renton, Seattle, Shoreline,  
15 Snohomish, and Tukwila. The "mid-point" shall be defined as  
16 the 8<sup>th</sup> ranked pay rate for each position. If the hourly pay rate  
17 for the Shoreline School District is below the mid-point, the rates  
18 in Section 2.1 shall be increased effective September 1 for the  
19 coming year by the percentage necessary to equal the mid-point  
20 rate. After the mid-point increase, if any, has been applied, the  
21 state flow-through percentage increase, if any, shall be applied.  
22 If the hourly pay rates for Shoreline School District are above  
23 mid-point, the rates shall not be decreased but shall remain  
24 unchanged for the next school year, except for any state flow-  
25 through increase applied as described in 2.1.2.1.  
26

27 2.1.2.3 Parts Person/Shop Assistant is temporary assistance to provide  
28 "workload support and assistance" as necessary during peak-load  
29 work periods. It is set at \$15.00 per hour. (see job description)  
30

31 2.2 Work Week - The above salaries are based on a standard work week for forty (40)  
32 hours per week, consisting of five (5) consecutive eight (8) hour days.  
33

34 2.3 Additional Compensation  
35

36 2.3.1 Overtime – All compensable time in excess of forty (40) hours per week,  
37 as authorized by the Director of Transportation, shall be considered  
38 overtime and will be paid at the applicable overtime rate of one and one  
39 half (1.5) times the employee's current wage. The same daily schedule of  
40 work shall prevail in any one (1) week. Seniority will prevail when  
41 assigning overtime.  
42

43 2.3.2 Call-back – No employees shall be required to work beyond 6:00 p.m.;  
44 however, mechanics are on call twenty-four (24) hours a day in case of  
45 emergency. Call back service when authorized shall be paid at the  
46 overtime rate for not less than two (2) hours.  
47

48 2.3.3 If an employee is called in while on vacation and/or holidays, the time  
49 worked will be paid at two (2) times their regular rate of pay.  
50

51 2.3.4 In years where regular work days exceed two hundred sixty (260), the  
52 excess day(s) shall be taken as unpaid leave by the employees at a time  
53 mutually-agreed upon by the employee and supervisor.  
54

1 **3.0 VACATION ALLOWANCE**

2  
3 3.1 Vacation shall be allocated and scheduled as follows:

4  
5 3.1.1 Each full-time employee shall receive annually two (2) weeks paid  
6 vacation.

7  
8 3.1.2 After five (5) years of continuous service with the school district, full-time  
9 employees shall receive three (3) weeks paid vacation.

10  
11 3.1.3 After ten (10) years of continuous service with the school district, full-  
12 time employees shall receive four (4) weeks paid vacation.

13  
14 3.1.4 After the fifteenth year of service, paid vacation shall be allocated as  
15 follows:

Year	Days
16 16	21
17 17	22
18 18	23
19 20 and above	25

20  
21  
22  
23 3.1.5 Length of service will be computed as of the employee's hiring  
24 anniversary date.

25  
26 3.1.6 Regular part-time employees shall receive a pro-rata vacation.

27  
28 3.1.7 It is further understood that the Director of Transportation will arrange for  
29 the full-time and regular part-time employee's vacation beyond the  
30 standard two (2) week period consistent with the work schedule of the  
31 respective department. It will be the practice to guarantee two (2)  
32 consecutive weeks with the balancing being allotted as mutually agreed.

33  
34 3.1.8 Employees may accumulate up to a maximum of fifty (50) days of  
35 vacation.

36  
37 3.2 Upon transferring from one District department to another, employees shall  
38 maintain their vacation accrual rate according to their years of service with the  
39 District.

40  
41 3.3 Upon retirement or death, employees shall be compensated a maximum of thirty  
42 (30) days for unused accumulated vacation at their hourly rate of pay.  
43

1 **4.0 HOLIDAYS**

2 The following holidays shall be paid. Any work performed on holidays, as designated  
3 on the District's annual calendar, shall be paid for at the overtime rate of two (2) times  
4 the regular rate of pay for not less than four (4) hours:  
5  
6

7 Labor Day	New Year's Day
8 Veteran's Day	Martin Luther King Day
9 Thanksgiving	President's Day
10 Friday after Thanksgiving	Memorial Day
11 Christmas Eve	Independence Day
12 Christmas	Day preceding or following July 4
13 New Year's Eve	(as designated on annual calendar)

14  
15  
16 **5.0 LEAVES**

17 Basis for granting leave:

18 5.1 Sick Leave (accumulative)

19 5.1.1 Each employee will be granted twelve (12) days annually for sick leave.  
20 Any unused sick leave allowance shall be accumulated without limitation.  
21 Employees shall be compensated annually and/or upon retirement or death  
22 for unused sick leave credits in a timely manner and in accordance with  
23 District policies and the laws of the State of Washington.  
24

25 5.1.2 One (1) day of sick leave is defined as being equal to the employee's  
26 regular work day.  
27

28 5.1.3 Sick leave shall be used for employee absence caused by personal illness,  
29 injury or disability, including pregnancy and in the case of an ill child.  
30

31 5.1.4 For each day's absence due to personal illness in excess of sick leave  
32 allowance, deduction of a full day's salary shall be made.  
33

34 5.1.5 A doctor's certificate may be required from an employee after five (5)  
35 days of absence.  
36

37 5.1.6 Unused sick leave shall be transferred to and/or received from other public  
38 school districts in the State of Washington. Accumulated sick leave will  
39 be retained by an employee who is terminated due to reduction in force or  
40 granted a leave for a period of one (1) year.  
41

42 5.2 Sick Leave/Coordination - Industrial Insurance

43 Employees suffering illness or injury compensable under state industrial  
44 insurance shall be allowed, upon written request, to use sick leave to the amount  
45 of their earned credit less any industrial insurance payments received. Sick leave  
46 charged to the employee shall be proportionate to that portion of the employee's  
47 salary paid by sick leave. The combined insurance and sick leave payments

1 cannot total more than the employee's normal base pay. Any overpayments must  
2 be returned to the District by the employee.

3  
4 5.3 Bereavement Leave - Non-cumulative

5  
6 A maximum of five (5) days bereavement leave shall be allowed for each death in  
7 the immediate family and up to (1) day for funerals of other relatives and/or  
8 friends.

9  
10 5.4 Personal Leave

11  
12 5.4.1 Three (3) days of personal leave will be allowed for each employee in  
13 event of serious illness within the immediate family or personal business,  
14 cumulative up to a maximum of 6 personal leave days. No additional  
15 explanation shall be requested by the District. Such absence shall be  
16 reported on form PS 102 and approved by the Human Resources Office.  
17 Upon request reason(s) for denial shall be given by the District.

18  
19 5.5 Temporary Disability Leave

20  
21 5.5.1 Each employee who, for medical reasons, cannot perform the functions of  
22 his/her assigned position shall be considered eligible for a temporary  
23 disability leave with sick leave benefit.

24  
25 5.5.1.1 An employee requesting a leave due to temporary disability  
26 shall submit the leave request to the Human Resources Office at  
27 least ten (10) days in advance of the proposed starting date of  
28 the leave.

29  
30 5.5.1.2 The effective date of the leave will be determined by the Human  
31 Resources Office in consultation with the employee and his/her  
32 physician.

33  
34 5.5.1.3 An employee on temporary disability leave shall receive sick  
35 leave benefits up to the number of sick leave days accrued and  
36 shall retain all other rights and benefits.

37  
38 5.5.1.4 The District shall have the right to request a physician's  
39 certificate of disability while the leave is in effect.

40  
41 5.5.1.5 Termination of the temporary disability leave shall be when the  
42 employee's attending physician confirms the ability of the  
43 employee to resume normal duties of the assigned position. In  
44 the case of pregnancy, expiration of the temporary disability  
45 leave shall be no later than sixty (60) calendar days after the  
46 termination of the pregnancy.

47  
48 5.6 Jury Duty

49  
50 An employee who is absent because of jury duty shall be paid his/her regular rate  
51 of pay. The employee will retain fees paid as reimbursement for mileage and/or  
52 related expenses. The employee shall furnish the District with a written statement

1 showing the date of jury duty. The employee shall report to work when released  
2 from any jury duty during any scheduled work day.  
3

4  
5 **6.0 APPRENTICESHIP**  
6

7 In the interest of training good, qualified mechanics, it is understood that the District,  
8 when hiring other than journeymen mechanics, will adopt the Seattle Automotive  
9 Machinists Joint Apprenticeship Standards developed by the Seattle Automotive  
10 Machinists Joint Apprenticeship Committee and registered with the Washington State  
11 Apprenticeship Council.  
12

13  
14 **7.0 RETIREMENT**  
15

16 All employees must mandatorily belong to School Employees Retirement System SERS  
17 and will retire consistent with State Rules and Regulations.  
18

19  
20 **8.0 TERMINATION OF EMPLOYMENT**  
21

22 Termination of employment under normal circumstances should require not less than  
23 fifteen (15) days notice; however, the District shall have the authority to suspend an  
24 employee without pay where charges are of a serious nature, for a period of not more  
25 than fifteen (15) calendar days while investigation is being made. If the investigation  
26 clears the employee of all charges, he will be reinstated and back pay will be paid for all  
27 time missed. If the charges against the employee are sustained, the employee is  
28 considered discharged as of the date of suspension without further compensation. All  
29 employees shall be entitled to receive a statement of reasons for discharge and have an  
30 authorized Union representative present to a hearing upon request.  
31

32  
33 **9.0 SENIORITY**  
34

35 If qualifications are equal, seniority will prevail in the event of reduction or increase of  
36 staff or in promoting employees to higher positions and filling vacancies. Regular part-  
37 time employees will be given first chance for additional work where qualified.  
38

39  
40 **10.0 OTHER PROVISIONS**  
41

42 **10.1 Tool Allowance**

43 The District shall provide all specialty tools and hand tools over 1-1/4". The  
44 District shall provide an annual tool allowance of up to one thousand five hundred  
45 dollars (\$1,500) per each regular full-time employee covered by this agreement  
46 for replacing personal tools broken or damaged while performing District services  
47 or for new tools required for the work of the District. All tools reimbursed with  
48 this tool allowance must be approved by the Director of Transportation. Any  
49 unspent tool allowance may be carried over for one year and used in the following  
50 year. Employees will be reimbursed once per calendar year by submitting  
51 receipts to the Director of Transportation no later than August 1<sup>st</sup> of each year.  
52 Any tools purchased in conformance with this section shall be the property of the  
53 employee.  
54



1 10.1.1 Each journeyman mechanic will provide a current tool inventory to the  
2 Business Services office as of June 30 each year.

3  
4 10.1.2 The District shall provide insurance covering the loss of hand tools  
5 owned by the employee and as listed with the district. Other tools will  
6 be furnished by the Shoreline School District. Tool replacement shall be  
7 at current tool replacement cost and by same brand name.

8  
9 10.1.3 Other expenses qualifying for reimbursement under the tool allowance  
10 provision: Up to \$400 of the tool allowance can be used for the  
11 following expenses: Receipts for replacement of work shoes and  
12 personal safety equipment (such as fitted safety glasses, etc.) are  
13 acceptable as part of the tool cost allowance reimbursement. The tool  
14 allowance provision can also be used to reimburse an employee for  
15 registration costs to attend professional training workshops/clinics, if  
16 authorized by the Director of Transportation.

17  
18 10.2 Professional Development Reimbursement

19 The District shall reimburse each employee up to \$250 per year for registration  
20 costs to attend professional training workshops/clinics proposed by the employee  
21 and approved by the Director. The ability for each employee to use a portion of  
22 the Tool Reimbursement for professional development, per Section 10.1.3, is in  
23 addition to and may be combined with this professional development  
24 reimbursement.

25  
26 10.3 Coveralls shall be furnished and laundered by the District. A minimum of three  
27 (3), plus one (1) spare per week will be provided.

28  
29 10.4 Journeyman mechanics shall not be required to drive buses except in emergencies  
30 and/or for mechanical maintenance purposes, including state inspections. Of the  
31 employees on duty, seniority shall prevail when determining driving assignments.

32  
33 10.5 ASE Certification Premium

34 Employees with Automotive Service Excellence (ASE) certification in job-related  
35 categories shall receive an annual stipend of three hundred dollars (\$300) per  
36 current and valid ASE certification, up to 8 certifications. The ASE certifications  
37 eligible for this annual stipend are listed as Attachment #1 to this agreement. An  
38 additional stipend of six hundred twenty-five dollars (\$625) will be paid annually  
39 to all employees who obtain and maintain the Master School Bus Mechanic  
40 Certification.

41  
42 For initial certifications obtained after September 1 of any year, the certification  
43 stipend will be pro-rated for the remaining months of the year and paid in the  
44 month following certification. For continuing certifications, the stipend will be  
45 paid in one lump sum on the September pay warrant.

46  
47 10.6 Inspection Incentive

48 10.6.1 Incentive Pay. The District agrees to provide merit pay compensation in  
49 addition to the employee's regular hourly rate for those who demonstrate  
50 superior performance on annual state bus inspections. The additional  
51 incentive payment for each school year shall be as follows:  
52

1 For the summer/scheduled inspections:

<u>Inspection Results</u>	<u>Payment</u>
3-4 buses rated "out of service"	\$ 750
1-2 buses rated "out of service"	\$ 850
0 buses rated "out of service"	\$1,000

7 For the Mid-Year/random inspections:

<u>Inspection Results</u>	<u>Payment</u>
0 buses rated "out of service"	\$100

12 The incentive payment will be made in a single payment in the pay period following the release of inspection results.

15 Buses that are not presented for state inspections because of conditions created by events outside of the control of the mechanics department, including but not limited to accidents, graffiti/vandalism, and warranty recalls/work, shall not be rated as out of service. Bonuses will be held until buses missing inspection due to the afore-mentioned conditions have been repaired and pass a subsequent inspection.

22 10.6.2 Summer Inspection / Mid-year Random Inspection - Incentive Days – For both the summer and mid-year random inspection, if the achieved result is "Zero (0) buses out of service" for that particular inspection, each employee will also receive the right to schedule in advance, subject to the supervisor's approval, one day off with pay between the date of notification of the inspection results and August 31 of the following calendar year.

30 Employees are eligible to receive one (1) incentive day per outstanding inspection. The occurrence of overtime, illness or staff shortages or peak work demand periods shall be sufficient reason to deny the time off or revoke the approval and ask the employee to re-schedule the time off. This day of compensation is available for use during the calendar months following the inspection in which it was earned. Incentive days must be used within the specified time period or will be lost. Incentive days are not subject to carry-over or cash out.

39 10.7 Technological Change

41 Technological changes which affect jobs in the bargaining unit will not be used as a basis for changing such jobs from bargaining unit status to non-bargaining unit status.

45 10.8 Commercial Driver's License (CDL)

47 The District will pay District-required federal licensing fees to mechanics. The District will also allow mechanics the right to District-paid CDL physical examinations as provided regular bus drivers. These District-paid examinations will be conducted by a District-selected provider. In the event a mechanic desires

1 to use a doctor or facility that meets current federal CDL licensing requirements  
2 other than the District-selected provider, the District's contribution will not  
3 exceed the cost paid by the District to the District's selected provider for an  
4 individual CDL physical.  
5

6 **10.9 Subcontracting**  
7

8 Excepted as provided herein, the District shall not contract out work performed as  
9 of the date of this contract by members of this bargaining unit, if the contracting  
10 of such work eliminates or reduces the hours of work for members of the  
11 bargaining unit. If a condition arises that necessitates contracting of work  
12 normally performed by the bargaining unit, the Union shall be offered an  
13 opportunity to be involved in the planning process; provided, however, the  
14 District shall have the right to make the final decision regarding subcontracting.  
15

16 If, in order to secure funding for a specific project, the District is required to  
17 contract all or part of the work to be performed due to the limitations imposed by  
18 the funding agreement, such contracting shall not be considered a violation of the  
19 Agreement.  
20

21 In the case of a circumstance which is beyond the control of the District at the  
22 time action is required and which could not reasonably have been foreseen or the  
23 District is not reasonably able to provide the necessary tools, personnel, or  
24 equipment to timely perform the work, the District shall be allowed to enter into  
25 subcontracting for this project and not be in violation of the Agreement.  
26  
27

28 **11.0 GROUP INSURANCE**  
29

30 **Group Insurance (Basic)**  
31

32 No provision of this Section shall be interpreted or applied so as to place the District in  
33 breach of the benefit limitations imposed by State law or to subject the District to a  
34 penalty. Pursuant to RCW 28A.400.275(1), the parties agree to abide by state laws  
35 relating to school district employee benefits. The parties acknowledge that this Section 11  
36 insurance agreement is for a term of one year, subject to automatic extension for the  
37 ensuing year in the absence of written notice otherwise by one party to the other prior to  
38 June 1.  
39

40 11.1 Each employee working twenty (20) or more scheduled hours per week is eligible  
41 to participate in the District's Basic Group Insurance Program.  
42

43 11.2 Each month the district shall provide the monthly amount identified in the state  
44 appropriations act for group insurance for each full time employee for the  
45 district's basic group insurance program. The cost of mandatory dental insurance,  
46 long term disability and term life insurance, will be subtracted from the monthly  
47 state allocation, and the remainder may be applied toward any district approved  
48 medical insurance coverage. Any remaining portion of the medical insurance  
49 premium shall be deducted from the employee's salary warrant.  
50

1 Full-time employees shall be any employee working one thousand four hundred  
2 forty (1,440) or more regular schedule hours during the school year. Employees  
3 working less than one thousand four hundred forty (1,440) hours shall receive a  
4 prorated share of the state appropriation amount.  
5

6 *Potential Adjustment* – Any portion of the Employee's insurance allocations  
7 remaining after subtracting the cost of mandatory and medical insurance  
8 premiums will be pooled for the sole benefit of other bargaining unit Employees  
9 with out-of-pocket medical insurance premium costs. This monthly pool amount  
10 will be calculated in October. Each month, each Employee with out-of-pocket  
11 costs will be credited with an equal dollar amount of the pool up to the total cost  
12 of the Employee's out-of-pocket cost for premiums, or until the pool is exhausted,  
13 whichever comes first.  
14

15 If after pooling there remain employees with out of pocket medical insurance  
16 costs, the district will provide additional dollars up to the amount of the state  
17 retiree subsidy (carve-out).  
18

### 19 11.3 Optional Supplemental Insurance

20  
21 An employee may elect to have optional group insurance programs approved by  
22 the District (e.g. Supplemental Life, two times annual salary, American Fidelity  
23 Short Term Disability Insurance and INA - High Limit Accident) deducted from  
24 their salary warrant. The entire premium for any of these optional supplemental  
25 insurances will be a full salary deduction. None of the unused contribution, from  
26 the Basic Group Insurance as described above can be applied to the Optional  
27 Supplemental Insurance premiums.  
28

29 11.4 The District Advisory Insurance Committee shall assist in determining the types  
30 of insurance programs to be provided to employees subject to approval by the  
31 Board.  
32

33 11.5 The District will continue to offer a Section 125 plan for health care expenses  
34 and/or dependent care.  
35

## 36 12.0 GRIEVANCES

37  
38  
39 12.1 In the event that any difference arises between the district and the Union, or any  
40 employee, concerning the interpretation, application or compliance with the  
41 provisions of this agreement, such difference shall be deemed to be a grievance  
42 and shall be settled only in accordance with the grievance procedure set forth  
43 herein.  
44

### 45 Grievance Steps

46  
47 12.1.1 The employee shall first discuss the grievance with his/her immediate  
48 supervisor with a representative of the Union present. Every effort  
49 should be made at this level to resolve the grievance.  
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12.1.2 If no settlement is reached at Step 1, the Union representative, if he/she considers the grievance to be valid, will reduce in writing a statement of the grievance. The statement will be submitted in writing within ten (10) calendar days, to the immediate supervisor for reconsideration with copies transmitted by the Union to the Director of Human Resources of the District. These parties, within seven (7) calendar days, shall submit a written statement as to the disposition of the grievance.

12.1.3 If no settlement has been reached in Step 2 within the specified time limits, the Union representative may within ten (10) calendar days, submit the written grievance to the Superintendent or designee. These parties, within ten (10) calendar days from submission of the grievance statement, shall resolve the dispute and indicate by written statement the grievance disposition.

12.1.4 If the disposition of the grievance by the Superintendent or designee is unacceptable, the Union Representative may, within fifteen (15) calendar days of the response from Step 3, submit the grievance to the American Arbitration Association for arbitration under their rules and within the following guidelines:

12.1.4.1 The Arbitrator shall limit his decision strictly to disputes involving the application, interpretation or alleged violation of specific articles and/or sections of this agreement or staff evaluation.

12.1.4.2 There shall be no appeal from the Arbitrator's decision if within the scope of his authority. It shall be final and binding on the Union, the Employee(s) involved, the Administration, and the Board.

12.1.4.3 The fees and expenses of the Arbitrator shall be shared equally by the District and the Union. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expenses of witnesses called by the other.

12.2 The grievance procedure outlined in this Agreement shall not preclude the employee and/or the Union from taking legal steps available to them through the courts of competent jurisdiction.

12.3 The union shall have an opportunity to be present at all grievance meetings.

12.4 If an employee and/or the Union representative fails to submit written grievances to the next grievance step within the time limit so specified, it will be assumed that the grievant has dropped the grievance or accepted the resolution of the grievance at that level. If the District at any step fails to respond within the required time limits, the grievance shall automatically move to the next step. However, the District and the union may mutually agree to extend the time limits at any one of the steps.

1 **13.0 UNION MEMBERSHIP**

2  
3 It is agreed that all employees coming under the terms of this Agreement, who have been  
4 in the employ of the employer for a period of thirty (30) days commencing from the first  
5 date of employment shall make application to and become and remain members in good  
6 standing of the Automotive Machinists Union, Lodge No. 289, and that the employer shall  
7 discharge any employee as to whom the Union, through its business representative,  
8 delivers to the employer a written notice that such employee is not in good standing.  
9 Provided that no employer shall justify any discrimination against an employee for non-  
10 membership in the Union:

11  
12 13.1 if he has reasonable grounds for believing that such membership was not available  
13 to the employee on the same terms and conditions generally applicable to other  
14 members; or,

15  
16 13.2 if he has reasonable grounds for believing that membership was denied or  
17 terminated for reasons other than the failure of the employee to tender the periodic  
18 dues and the initiation fees uniformly.

19  
20 13.3 The District agrees that bargaining unit members may join the Union's pension  
21 program, at the employees' expense, if electing to do this as a bargaining unit. The  
22 Union will notify the District if the bargaining unit chooses to do this and will give  
23 the District a reasonable period of time to facilitate any additional payroll  
24 deduction which is necessary to implement participation in such plan.  
25  
26

27 **14.0 RESIGNATION**

28  
29 Employees shall give fifteen (15) days notice. If there are circumstances that require  
30 resignation with less than fifteen (15) days notice, approval must be obtained from the  
31 school district.  
32  
33

34 **15.0 MANAGEMENT RIGHTS CLAUSE**

35  
36 15.1 Except to the extent specifically abridged by specific provisions of this Agreement,  
37 the Union recognizes the employers' inherent and traditional right to manage their  
38 respective businesses as has been their practice in the past. The Union recognizes  
39 the right of the employer to hire, suspend, transfer, promote, demote or discipline  
40 employees and to maintain the discipline and efficiency of its employees; the right  
41 (which shall be exercised as provided in the paragraph hereof relating to  
42 termination of employment) to layoff, terminate or otherwise relieve employees  
43 from duty because of lack of work for them to do, or for other reasons set forth in  
44 this contract, the right to establish and change work schedules and assignments and  
45 to eliminate, change or consolidate jobs; the right to direct the methods and  
46 processes of doing work to introduce new and improved work methods or  
47 equipment and to assign work to outside contractors; the right to determine the  
48 starting and quitting times and the number of hours to be worked; and the right to  
49 make and amend such reasonable rules and regulations as it may deem necessary  
50 for the conduct of its business, and to require their observance.  
51

52 15.2 The exercise of the employers' rights stated herein is an exclusive function of  
53 Management. The exercise of the Management Rights herein does not modify the

1 Union's right to appeal through the grievance procedure as set forth in this  
2 Agreement when such exercise violates the letter and intent of the Agreement in  
3 the opinion of the Union.  
4

5 15.3 The above statement of Management Rights is not intended to be exclusive and  
6 shall not be construed to limit or exclude any historical or normal rights of either  
7 Management or Union.  
8  
9

10 **16.0 SEVERABILITY**


11 In the event that any provision of this Agreement shall, at any time, be declared invalid by  
12 any court of competent jurisdiction, or through government regulations or decree, such  
13 decision shall not invalidate the entire Agreement, it being the express intention of the  
14 parties hereto that all other provisions not declared invalid shall remain in full force and  
15 effect.  
16  
17

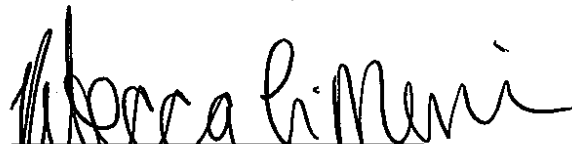
18  
19 **17.0 ADOPTION AND RENEWAL**

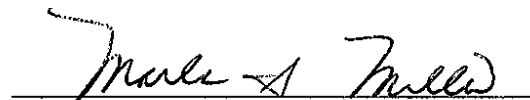
20  
21 17.1 This Agreement represents the Shoreline Board of Directors' desire to pay the best  
22 salaries possible to its employees based upon the available revenues accruing to  
23 the District. A certified copy of this Salary Schedule and Provisions for  
24 Automotive Mechanics as adopted by the Board of Directors, shall be forwarded to  
25 the Automotive Machinists Union, Lodge No. 289.  
26

27 17.2 This Agreement shall take effect as of September 1, 2016 and shall be in full force  
28 and effect until August 31, 2019.  
29  
30

31 Approved and signed, as ratified by the undersigned and the Board of Directors of the  
32 Shoreline School District, on this 16<sup>th</sup> day of September 2016.  
33

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38   
39 Brandon Hemming  
40 Business Representative  
41 Automotive Machinists Union  
42 Lodge No. 160, IAM Local #289  
43  
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39 Rebecca Miner, Superintendent and  
40 Secretary to the Board of Directors  
41 Shoreline School District  
42  
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44  
45   
46 Marla S. Miller  
47 Deputy Superintendent  
48  
49  
50  
51  
52  
53

Memorandum of Understanding  
Between  
Automotive Mechanics and  
Shoreline School District No. 412

ASE Certification Programs Eligible for Annual Stipend

The Shoreline School District and the Automotive Mechanics agree that the ASE Certification Programs Eligible for Annual Stipend, as addressed in Section 10.5 in this collective bargaining agreement, are as follows:

**Automobile & Light Truck Certification Tests (A1-A9)**

A1	-	Engine Repair
A2	-	Automatic Transmission/Transaxle
A3	-	Manual Drive Train & Axles
A4	-	Suspension & Steering
A5	-	Brakes
A6	-	Electrical/Electronic Systems
A7	-	Heating & Air Conditioning
A8	-	Engine Performance
A9	-	Light Vehicle Diesel Engines

**School Bus Certification Tests (S1-S7)**

S1	-	Body Systems & Special Equipment
S2	-	Diesel Engines
S3	-	Drive Train
S4	-	Brakes
S5	-	Suspension & Steering
S6	-	Electrical/Electronic Systems
S7	-	Air Conditioning Systems & Controls

**Master School Bus Technician (successful completion of Tests S1 through S6, above)**

**Medium-Heavy Truck Certification Tests (T1-T8)**

T1	-	Gasoline Engines (50 scored questions)
T2	-	Diesel Engines (55)
T3	-	Drive Train (40)
T4	-	Brakes (50)
T5	-	Suspension & Steering (50)
T6	-	Electrical/Electronic Systems (50)



- T7 - Heating, Ventilation & Air Conditioning (HVAC) (40)
- T8 - Preventive maintenance Inspections (50)

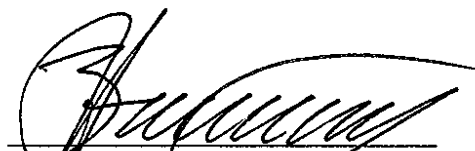
**Advanced Engine Performance Specialist Certification Test (L1)**

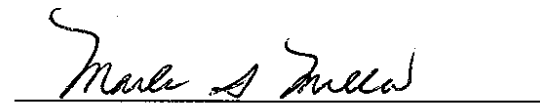
**Electronic Diesel Engine Diagnosis Specialist Certification Test (L2)**

**Truck Equipment Certification Tests (E1-E3)**

- E1 - Truck Equipment Installation & Repair (45 scored questions)
- E2 - Electrical/Electronic Systems Installation & Repair (50)
- E3 - Auxiliary Power Systems Installation & Repair (50)

**Alternate Fuel Certification Test (F1)**

  
Brandon Hemming  
Business Representative  
Automotive Machinists Union  
Lodge No. 160, IAM Local #289

  
Marla S. Miller  
Deputy Superintendent  
Shoreline School District