



AGREEMENT BETWEEN  
BLOOMFIELD HILLS BOARD OF EDUCATION  
AND  
AMERICAN FEDERATION OF STATE, COUNTY,  
AND MUNICIPAL EMPLOYEES

The AFSCME union represents custodians, bus drivers, transportation mechanics, grounds employees, and maintenance employees (including skilled trades). The AFSCME current collective bargaining agreement expired on June 30, 2024. The parties have been negotiating for a successor labor agreement and reached a tentative agreement on August 6, 2024. The employees are voting on the agreement on August 20, 2024.

### **AFSCME TENTATIVE AGREEMENT**

A tentative agreement was reached with the American Federation of School County and Municipal Employees on August 6, 2024. The tentative agreement includes the following:

**Term:** 3 Years from August 26, 2024 through June 30, 2027

#### **Wage Increases**

- **Bus Drivers and Aides:**
  - Substantial wage increases for transportation in year one in order to bring them up to a competitive market wage (roughly 20+% increases). They receive a \$1.00 increase in years two and three via steps.
- **Maintenance, Grounds, Custodians and Lunchroom Custodial Aides:**
  - Competitive increases for all maintenance and operations employees (roughly 7%) in year one. They receive a step + \$.50 to the scales in years two and three.

#### **Representation**

- Added language to allow for payroll deduction for dues collection

#### **Disciplinary Action**

- Added verbal warning as step one and changed “disciplinary layoff” to “suspension”

### **Working Hours**

- Clarified that pre and post checks are included in the calculation of hours
- Increased midday runs from 1.5 to 2 hours
- Required out-of-district drivers to be available as relief drivers
- Increased meal reimbursement for charter runs to \$9.00 for lunch and \$12.00 for dinner
- Provided maintenance and operations with a summer schedule consistent with district operations

### **Overtime**

- Added language for ice and snow removal before or after shift
- Added language to average charged hours

### **Compensable Leave Days**

- Added language for 10-month employees to accrue leave time by working a regular summer shift

### **Holidays**

- Provided “me too” language for Martin Luther King Jr. Day and Juneteenth

### **Vacation**

- Provided for front loaded vacation days
- Increased minimum vacation days for 12-month employee to 10 days

### **Insurance Benefits**

- Cleaned up language to comply with current practice
- Updated plans to reflect accurate current and future plans
- Codified the manner in which employee paid premium and district paid HSA is determined

### **Health**

- Added drivers to annual CPR training

### **Compensation**

- Increased call-in to \$200 per weekend
- Provide for a \$100 yearly reimbursement for steel toed boots

The estimated cost of the tentative agreement, including FICA and retirement over the three-year term of contract is:

Roughly \$225,000 (\$297,000) in year 1

Roughly \$105,000 (\$137,000) in years 2 and 3

Association Date of Ratification: August 20, 2024		Board of Education Date of Ratification: August 26, 2024
Christopher Billel, President		Meagan Hill, President
		John VanGemert, Secretary
Lisa Delk, Staff Representative AFSCME Council 25		
		Rick West, Superintendent
		Keith McDonald, Assistant Superintendent of Human Resources

