



LETTER OF UNDERSTANDING

AFSCME COUNCIL 25, LOCAL 64 and Romulus Community Schools

IT IS HERBY AGREED between The American Federation of State, County, and Municipal Employees Council 25 and Local 64 ("the Union") and the Romulus Community Schools ("the School District")

Whereas the above mentioned parties agree as follows:

1. The Union agrees that its 12-month members will work a 4-Day work week between the dates of **June 25, 2018** and **August 10, 2018**.
2. Employees will receive their regular hourly rate, for up to 10 hours, each work day between **June 25, 2018 & June 28, 2018** and between **July 09, 2018 & August 10, 2018**. Each of the 4-Day work week days will count as 1.25 days paid work days between **June 25, 2018 & June 28, 2018** and between **July 09, 2018 & August 10, 2018**.
3. Employees will receive their regular hourly rate, for up to 8 hours, each work day between July 02, 2018 and July 06, 2018. For twelve (12) month employees, Wednesday, July 04, 2018 is recognized as the July 4th Holiday pursuant to Article XIV., 1., A.
4. Full Time, 12-month employees work day shall be 10 - continuous hours, included herein a ½ hr lunch and two 15 minute breaks between **June 25, 2018 & June 28, 2018** and between **July 09, 2018 & August 10, 2018**.

If a member is absent from work on a scheduled work day (between **June 25, 2018 & June 28, 2018** and between **July 09, 2018 & August 10, 2018**) it will be equated as 1.25 days.

The regular 4-Day work week at Romulus High School will consist of members working on Mondays, Tuesdays, Wednesdays, and Thursdays. The Romulus High School building will be closed on every Friday between **June 25, 2018** and **August 10, 2018** (with the exception of Friday, July 06, 2018, the High School Building / Employees are scheduled to work).

5. The School District will maintain hours to enable the public to access the Board Office Monday through Thursday. Therefore, the School District agrees to develop a mutually agreed upon 4-Day work week schedule, with those Local 64 employees affected, which will fairly reflect the 4-Day work week model of Monday - Thursday.
6. Overtime Pay and Hours – A full-time employee will receive time and one-half his/her regular hourly rate of pay under the following circumstances:
 - i. All work over ten (10) hours per day, during the regular 4-Day work week
 - ii. All work over forty (40) hours per week



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7. Both parties agree that this is a negotiable item that will have to be renewed on a yearly basis.
This agreement covers the period between **June 25, 2018** and **August 10, 2018**.

THE SCHOOL DISTRICT
ROMULUS COMMUNITY SCHOOLS

By: _____

Its: Director of Human Resources

Date: _____

THE UNION
AFSCME COUNCIL 25, LOCAL 64

By: _____

Its: AFSCME Representative

Date: _____

By: _____

Its: President