

MEMORANDUM OF UNDERSTANDING

between

**Service Employees International Union,
Local 73**

and

**The Board of Education of
Hinsdale Township High School District 86**

During the negotiations of the 2020-2025 Collective Bargaining Agreement between the Service Employees International Union, Local 73 (Union), and the Board of Education of Hinsdale Township High School District 86 (the "Board" or "District")(collectively the "Parties"), the Parties discussed and/or agreed upon certain topics that did not necessitate contract language. However, the Parties believe it is in their best interest to memorialize such discussions and/or agreements to avoid any misunderstandings during the term of the 2020-2025 Collective Bargaining Agreement.

- 1. Work Year:** The District has notified the Union that beginning on July 1, 2020, it will transition the work year for bargaining unit members in full-time 12-month position from 261 workdays (2088 hours) per year to 260 workdays (2080 hours) per year. Existing employees' hourly rates will be adjusted by multiplying their contractual hourly rate by 2088 hours and then by dividing the total annual base salary by 2080 hours to determine the new adjusted hourly rate. New employees hired after the ratification of the 2020-2025 Collective Bargaining Agreement will be paid an annual salary based on their contractual hourly rate multiplied by 2080. If a work year contains 261 weekdays, employees will be granted an unpaid floating vacation day. If a work year contains 262 weekdays, employees will be granted two (2) unpaid floating vacation days. If a work year contains 260 weekdays, employees will not be granted any unpaid floating vacation days.
- 2. Auditorium Manager:** The District notified the Union that it will be increasing the work year for the Hinsdale Central Auditorium Manager position from a 10-month position to a 12-month position that reports to the Site Manager and the Union was afforded the opportunity to bargain the impact of this change in work conditions.
- 3. Equipment Manager:** The District notified the Union that it has revised the job description for the Equipment Manager position and the Union was provided a copy of the job description and afforded the opportunity to bargain the impact of this change in work conditions.

4. **2020-21 Salary Increase Exception:** Notwithstanding anything contained in the 2020-2025 Collective Bargaining Agreement to the contrary, the salary increase for the Employee with the Employee ID # of 10063 shall be a \$1.00 per hour increase for 2020-2021.
5. **Asbestos Abatement Pay:** The Parties agreed that for the duration of the 2020-2025 Collective Bargaining Agreement, existing maintenance employees would continue to be paid at time and one half for any asbestos abatement work. Maintenance employees hired after the ratification of the 2020-2025 Collective Bargaining Agreement will be paid their hourly rate for such work unless they qualify for overtime pay.

The Parties have approved and executed this Memorandum of Understanding on the dates indicated below.

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 73**

Dian Palmer
President, SEIU Local 73

Date

**BOARD OF EDUCATION,
HINSDALE TOWNSHIP HIGH
SCHOOL DISTRICT NO. 86,
DUPAGE AND COOK
COUNTIES, ILLINOIS**

President 1.28.21
Date

ATTEST:

Kathleen Hironaka 2/22/21
Secretary Date