

CONTRACT ADDENDUM

June 16, 2011

For the Period of July 1, 2011 through June 30, 2013

1. The purpose of this contract addendum is to satisfy the terms of the re-opening agreement for wages and health care coverage. This addendum will be in effect throughout the remainder of the July 1, 2010-June 30, 2013 Agreement between Kirtland Community College and United Steelworkers AFL-CII-CLC on behalf of Local Union 15095.
2. Starting January 1, 2012, a health savings account (HSA), with employee deductibles of \$1,250 for single contracts and \$2,500 for two person/family contracts will go into effect.
3. The college will fund the "HSA" for each bargaining unit member, who is covered by the college's health insurance and is primary on the contract, in the amount of \$1,250 for single contracts and \$2,500 for family contracts in each calendar year, January 1, 2012 and January 1, 2013.
4. A bi-weekly payroll deduction toward health care cost will be made by members with the college's health care coverage beginning July 1, 2011 in the amount of \$55 per pay for two person/family and \$45 for single contracts. Beginning July 1, 2012, bi-weekly payroll deductions will increase by \$45 (\$90 total per pay) for single coverage and \$45 (\$100 per pay) for two person/family contracts.
5. The pay scale will be increased by \$.40 per hour for all unit classifications (Appendix A) on July 1, 2011 and \$.45 per hour for all unit classifications (Appendix A) on July 1, 2012.
6. Effective July 1, 2011, the Longevity Schedule will be as follows:

YEARS OF SERVICE	LONGEVITY
10-11 Years	\$400.00
12-15 Years	\$650.00
16-19 Years	\$950.00
20-23 Years	\$1,250.00
24 Years and over	\$1,550.00

2011-2012 HOURLY RATES


	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN	\$11.56	\$12.02	\$12.46	\$12.91	\$13.37	\$13.82	\$14.27	\$14.72	\$15.18
UTILITY	\$11.56	\$12.02	\$12.46	\$12.91	\$13.37	\$13.82	\$14.27	\$14.72	\$15.18
GROUNDSKEEPER	\$11.26	\$11.78	\$12.30	\$12.82	\$13.35	\$13.87	\$14.40	\$14.91	\$15.44
BLD/GRND MTEC	\$12.62	\$13.24	\$13.84	\$14.46	\$15.07	\$15.68	\$16.30	\$16.90	\$17.52
MAINTENANCE I	\$14.51	\$15.30	\$16.09	\$16.87	\$17.66	\$18.45	\$19.23	\$20.01	\$20.80
MAINTENANCE II	\$16.50	\$17.41	\$18.32	\$19.22	\$20.13	\$21.03	\$21.93	\$22.84	\$23.75

2012-2013 HOURLY RATES

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
CUSTODIAN	\$12.01	\$12.47	\$12.91	\$13.36	\$13.82	\$14.27	\$14.72	\$15.17	\$15.63
UTILITY	\$12.01	\$12.47	\$12.91	\$13.36	\$13.82	\$14.27	\$14.72	\$15.17	\$15.63
GROUNDSKEEPER	\$11.71	\$12.23	\$12.75	\$13.27	\$13.80	\$14.32	\$14.85	\$15.36	\$15.89
BLD/GRND MTEC	\$13.07	\$13.69	\$14.29	\$14.91	\$15.52	\$16.13	\$16.75	\$17.35	\$17.97
MAINTENANCE I	\$14.96	\$15.75	\$16.54	\$17.32	\$18.11	\$18.90	\$19.68	\$20.46	\$21.25
MAINTENANCE II	\$16.95	\$17.86	\$18.77	\$19.67	\$20.58	\$21.48	\$22.38	\$23.29	\$24.20

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their duly authorized representatives as of the day and year first above written.

KIRTLAND COMMUNITY COLLEGE
Roscommon, Michigan



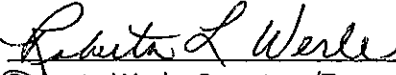
Jason Broge, Chief Financial Officer



Timothy Scherer, Dir. Institutional Services



Evelyn Schenk, Dir. Facilities Management



Roberta Werle, Secretary/Treasurer (Board of Trustees)



Patricia Webb, Vice Chairperson (Board of Trustees)

UNITED STEELWORKERS,
AFL-CIO • CLC

Leo W. Gerard, Int'l President

Stanley W. Johnson, Int'l Secretary-Treasurer

Thomas Conway, Int'l Vice President (Admin)

Fred Redmond, Int'l Vice President (Human Affairs)

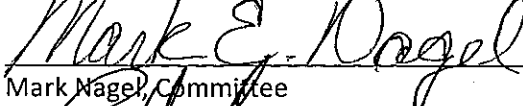
Michael H. Bolton, District 2 Director

William L. Laney, Jr., Staff Representative

LOCAL UNION # 15095-05



Joseph Meadows, Unit President



Mark Nagel, Committee



Ronald Sharpe, Committee