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Union: **International Brotherhood of Teamsters**

Local: **Local 237**

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AGREEMENT

LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AND

BOARD OF EDUCATION

CENTER MORICHES UNION FREE SCHOOL DISTRICT

CENTER MORICHES, NEW YORK

JULY 1, 2008, TO JUNE 30, 2011

**RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

JAN 22 2010

ADMINISTRATION

**CENTER MORICHES PUBLIC SCHOOLS LOCAL 237
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

PREAMBLE

In order to effectuate the provisions of Chapter 392 of Laws of 1967, Public Employees' Fair Employment Law Article 14 of the Civil Service Law, and to encourage and abet effective and harmonious working relationships between the Center Moriches Board of Education and Local 237, International Brotherhood of Teamsters, in order that the cause of public education may best be served in Center Moriches, THIS AGREEMENT IS MADE AND ENTERED INTO on the first day of July 2008, by and between the Board of Education and the Center Moriches Public Schools Local 237, International Brotherhood of Teamsters.

CENTER MORICHES UNION FREE SCHOOL DISTRICT
LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS
JULY 1, 2008 TO JUNE 30, 2011

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ARTICLE 1 - DEFINITIONS

As used in this Agreement:

1. The term "Board" shall mean the Board of Education, Center Moriches Union Free School District.
2. The term "Union" shall mean the Center Moriches Public Schools Custodial Workers Chapter of Local 237, International Brotherhood of Teamsters.

ARTICLE 2 - RECOGNITION

The Center Moriches Board of Education, having determined that the Center Moriches Public Schools Custodial Workers Chapter of Local 237, International Brotherhood of Teamsters is supported by a majority of the custodial employees in a unit composed of all custodial staff members, hereby recognizes the Union as the exclusive negotiating agent for the custodial workers in such unit. Such recognition shall extend until one hundred twenty (120) days prior to the next Annual Meeting.

ARTICLE 3 - EFFECTIVENESS

The terms herein set forth constitute all the terms negotiated, and the same shall be applicable from July 1, 2008, to June 30, 2011, the term of this Agreement.

ARTICLE 4 - AMENDMENTS

This Agreement shall not be amended during the term of this Agreement unless all parties mutually agree thereto.

ARTICLE 5 - CUSTODIAL STAFF RIGHTS

- A. The Board and the Union have the right to request and receive from each other, within a reasonable period of time, information, statistics, and records relevant to negotiations or necessary for the proper administration or enforcement of this Agreement which are not of a confidential nature and not readily available to the requesting party.
- B. Whenever the Board or its representatives begin consideration of the proposed school budget for the coming year, notice shall be given to the Union, and opportunity shall be given the Union for a consultation on items of mutual interest.
- C. The Superintendent and representatives of the Union shall meet when necessary to discuss matters concerning the implementation of this Agreement and other matters of mutual concern.

ARTICLE 5 - CUSTODIAL STAFF RIGHTS, cont'd

- D. When there are items, known in advance or appearing on the agenda of Board meetings, which may be reasonably expected to lead to action on matters of consequence to or directly affecting the Union. The President of the Union or a designated representative shall have the right to attend all public Board meetings.
- E. The Union, as the exclusive representative of the custodial staff, upon advance written request to the Board, shall be given a reasonably early place upon the agenda of public Board meetings.
- F. No existing Board policies, instructions, or handbooks shall in any way limit the rights granted the Union in this Agreement. This Agreement shall not be interpreted or applied to deprive the custodial employees of benefits heretofore enjoyed unless expressly stated herein.
- G. The Union shall have the use of school buildings, facilities and equipment, provided that such use shall not interfere with regular school operations and shall be approved in the normal manner provided for in the School District Policy.
- H. If a custodial employee is reprimanded, warned or otherwise disciplined by his/her supervisor for any infraction of rules or delinquency in professional performance, s/he shall have the right to discuss the matter further with his/her supervisor in the presence of a duly authorized representative of the Union.
- I. The Union shall have the right to post notices of its activities and matters of Union concern on appropriate bulletin boards. Announcements of meetings may be listed in school activity bulletins, and the public address system may be used for announcing the time and place of meetings, if necessary.

ARTICLE 6 - GRIEVANCE PROCEDURE

A grievance shall be a claim by an employee represented by the Union that any express provision of the Agreement has been violated. All grievances shall be processed in accordance with the following procedure:

1. Any employee may, either orally or in writing, present a grievance to his immediate supervisor within thirty (30) working days after he knows, or should have known, of the event giving rise to the grievance. The supervisor shall answer the grievance, either orally or in writing, within seven (7) working days.

ARTICLE 6 - GRIEVANCE PROCEDURE, cont'd

2. If the grievant is not satisfied with the answer in Step 1, a duly designated representative of the Union may submit the grievance in writing to the Superintendent or his designee within five (5) working days after the answer in Step 1 is given to the grievant. The Superintendent or his designee shall answer the grievance in writing within fourteen (14) working days after the grievance is submitted to him.
3. If the Union is not satisfied with the answer to the grievance in Step 2, it may, within five (5) working days after receiving said answer, submit the grievance to the Board or its designee. The Board or its designee shall answer the grievance in writing within twenty (20) working days thereafter. If any such timely grievance is not disposed of in the foregoing grievance procedure, the Union may, within ten (10) working days after receipt of the answer in Step 3, give to the Board written notice of its desire to submit the grievance to arbitration.
4. Within ten (10) working days after the Board receives such notice, the Union may request the Suffolk County Commissioner of Labor to appoint the first available arbitrator from a panel of five mutually acceptable permanent arbitrators the parties submit to him, to hear and determine the grievance. The Commissioner shall appoint the first available arbitrator from said panel, using the order in which the parties listed the arbitrators' names at the bottom of the list. For subsequent arbitrators, he shall follow the same procedure. An arbitrator shall be considered "available" hereunder if s/he is free to hear the grievance within forty-five (45) days from the date s/he is first contacted by the Commissioner.

Failure to submit any matter to arbitration within the time limits prescribed above shall be deemed a waiver of the right to process the grievance further.

The arbitrator's authority shall be strictly limited to applying and interpreting the express terms and conditions of this Agreement. He will not have authority to add to, subtract from, or otherwise amend or modify the terms of this Agreement. The arbitrator's award upon matters properly before him shall be final and binding on the parties.

The parties shall bear equally the fees and expenses of the arbitrator, unless one party is deemed to be in error. In that case, the fees and expenses shall be borne by such party in error.

ARTICLE 7 - CUSTODIAL EMPLOYMENT AND RECRUITMENT

- A. Custodial employees shall be hired as per regulations of the Suffolk County Civil Service Commission.
- B. Employees will serve probationary periods in accordance with New York Civil Service Regulations.
- C. All employees shall be required to pass a physical examination.

ARTICLE 8 - VACANCIES

- A. All vacancies including promotional positions shall be filled pursuant to the following procedure:
 - 1. Such vacancies shall be adequately publicized, which means, as a minimum, that a notice shall be posted in each school, clearly setting forth a description of and the qualifications for the position, including the duties and salary.
 - 2. Notices shall be posted or mailed as far in advance as possible, ordinarily at least thirty (30) days before the final date when applications must be submitted, and in no event less than two weeks before such date.
 - 3. Custodial employees who desire to apply for such vacancies shall submit their applications in writing to the Board or its authorized agent within the time limit specified in the notice.
 - 4. Vacancies shall be filled on the basis of qualifications for the vacant position. However, when applicants are equally qualified, preference shall be given to custodial personnel currently employed in the Center Moriches Public Schools.
 - 5. Promotional positions are defined as follows: positions paying a salary differential, position on the administrative level.
 - 6. All appointments to the aforesaid vacancies and openings shall be made without regard to age, race, creed, color, religion, nationality, sex, or marital status.
 - 7. Consideration for promotional positions shall be made on the basis of seniority.

ARTICLE 9 - VACATIONS

A. The District and union agree to convert vacation hours to vacation days. The conversion calculation will be the current hours accrued divided by 8 hours for the day shift and by 7 hours for the night shift. The amount of vacation days accrued each year will be:

<u>Service Years</u>	<u>Vacation Days</u>	<u>Accrual Each Month</u>
0 - 5 years	12	1 day per month
5+ to 8 years	15	1.25 days per month
8+ to 10 years	18	1.5 days per month
10+ to 15 years	21	1.75 days per month
15 + years	24	2 days per month

The vacation days must be approved by the supervisor and the Superintendent of Schools or his designee prior to being taken. The vacation days may be taken in either full or half days.

The maximum accumulation of vacation time shall be 30 days.

Vacation cannot be taken in the last two weeks of school.

New staff members hired after 12/01/05 must accrue all their vacation time in one year to be taken in the following year, i.e.:

- a) Someone hired on July 1, 2006, works the full year and accrues twelve (12) days to be used between July 1, 2007, through June 30, 2008
- b) Someone hired on January 1, 2006, works January through June and accrues six (6) vacation days to be used July 1, 2006, through June 30, 2008

B. Vacation During School Breaks

The superintendent or designee retains the right to limit vacation time during the December, February and spring recesses. There will be no vacation time granted during the last two weeks of the summer. All requests for vacation time must be submitted to the superintendent or designee at least 10 days prior to the desired time. Requests will not be unreasonably denied.

ARTICLE 9 – VACATIONS, cont'd

C. Summer School Closing

1. The Board of Education may close the school facility for a two-week period during July and August, at which time all employees will be scheduled for a 10-day vacation period.
2. Additional vacation time accrued by the employee may be taken at any time of the year, with preference given for seniority. Only one member of the staff may take a vacation at any one time during the regular school year.
3. Employees covered by this Agreement may exercise the option of taking vacation time beyond ten (10) days as extra pay in lieu of time off, at the rate of one day's pay for each vacation day given up.
4. Holidays occurring during the vacation period shall not be charged against accrued vacation time.
5. The superintendent retains the right to assign one (1) employee to duty during the summer closing for general maintenance and accepting deliveries. Any employee so assigned shall be permitted to take his/her vacation at another time, with the approval of his/her supervisor.
6. The parties to the agreement listed above hereby agree that parties assigned to work during the summer school closing listed in Article 9-B of the contract will be made by seniority. The most senior employee shall have the first opportunity to be assigned during this period and the least senior employee shall be the first assigned in the event there are no volunteers.

ARTICLE 10 - WORKING HOURS AND DAYS

- A. The normal work week shall be five (5) days - Monday to Saturday, except as provided below:
 1. No more than two (2) current staff members (on the payroll July 1, 2002) may be regularly scheduled to work on Saturday.

ARTICLE 10 - WORKING HOURS AND DAYS, cont'd

2. Saturday schedules shall be based upon seniority, with the first opportunity to be given to the most senior staff members, and assignments to be made to the least senior members in the absence of volunteers.
 3. Employees shall be given at least one (1) week's notice of a Saturday schedule.
 4. Normally employees shall not be required to work on Saturdays when school is not in session.
 5. Scheduling in violation of the terms above may be appealed directly to the Superintendent of Schools.
- B. The normal workday on the day shift shall be eight (8) hours as scheduled by the Superintendent. The night shift shall work for a seven (7) hour period.
- C. Whenever school is not in session (vacations, summers, etc.) and night work is not necessary, all members of the custodial staff may work day-shift hours as assigned.
- D. Work beyond the regular schedule shall be considered overtime. Overtime assignments will rotate on a district-wide basis based on seniority and compensated for as follows:
- Work in excess of 8 hours (7 for night shift) per day - time-and-a-half; Days in excess of five per week (Monday to Saturday) - time-and-a-half; Sundays and Holidays - double time.
- E. Employees responding to emergency calls shall be guaranteed two (2) hours pay at time-and-a-half on Monday through Saturday, and two (2) hours pay at double time on Sundays or holidays.
- F. In the event a vacancy occurs either by virtue of a termination or resignation, or by the creation of a new opening, the most senior custodial employee shall be given an opportunity to fill such position, prior to the hiring of a new employee.

ARTICLE 11 - LEAVE POLICY

- A. Unit member will be allowed to have 15 sick days annually. After three (3) consecutive sick days, the employee is required to provide a doctor's note. Sick days taken before, on or after vacation, school holidays, personal days must provide a doctor's note. When staff returns, documentation needs to be submitted to the Superintendent. Abuse of sick time in conjunction with weekends may lead to disciplinary action.

ARTICLE 11 - LEAVE POLICY, cont'd

B. Three (3) days of leave shall be allowed on a non-accumulative basis in the event of a death in the immediate family.

B.1. A unit member shall fill out a form for bereavement days. Employees shall be entitled to funeral leave with pay not to exceed three (3) working days in connection with a death in his/her immediate family with pay. Immediate family includes spouse, children, mother, father, siblings, mother-in-law and father-in-law. Notification of bereavement must be made within ONE (1) day to his/her supervisor.

B.2. Such employees shall also be granted in total one (1) work day with pay as funeral leave in connection with a death in his/her intermediate family, to wit: aunt, uncle, niece, nephew, cousin, grandparent-in-law. Notification of bereavement must be made with ONE (1) day to his/her supervisor.

C. Three (3) days of personal leave shall be allowed each year. Unused personal leave shall be credited to the sick leave accumulation. Normally, not more than one custodial staff member shall be granted such leave at a time. Personal days must be approved by the Superintendent or his designee FIVE (5) days prior to the personal day date. Except in the case of an emergency, the request will not be unreasonably denied.

D. The Board may grant leaves of absence without pay to custodial staff members requesting them. The conditions of such leaves shall be determined by mutual agreement between the Board and the custodial staff members.

E. In the event that a man is hurt on the job, full pay will continue through sick leave, with worker's compensation returned to the district if it is claimed. Lump sum settlement is to be retained by the employee. Limitation of this benefit shall be one (1) year.

ARTICLE 12 - INSURANCE

A. Any health insurance programs provided for the teaching staff shall be made available on a similar basis to the members of the custodial staff. Members of the bargaining unit shall make health insurance premium contributions as follows:

2008-2009 – 12%

2009-2010 – 12%

2010-2011 – 12%

B. The district agrees to maintain a flex benefit plan for its employees.

ARTICLE 12 – INSURANCE, cont’d

- C. The district will provide payment of 50% of the employer share of the health insurance premium to any employee who declines participation in the health insurance program. Such declination to be on an annual basis and such payment not to be considered as salary and to be made in a lump sum payment before December 31 each year.

ARTICLE 13 - UNIFORMS

The Board of Education shall provide adequate uniforms to the custodial staff, including replacement when necessary. Maintenance of assigned uniforms shall be the responsibility of the employee. Upon termination of employment, the employee shall return all of his/her assigned uniforms to the District.

ARTICLE 14 - ADMINISTRATIVE ROUTINES

Changes in existing administrative routines or operational rules which directly affect the functioning of custodial staff employees shall be developed in consultation with the Union.

ARTICLE 15 - EVALUATIONS

Custodial staff employees shall be given a copy of any official, written evaluation report prepared by their supervisors, and shall have the right to discuss such report with their supervisors before it is forwarded to the central administration or placed in their files.

ARTICLE 16 - MISCELLANEOUS AND GENERAL PROVISIONS

- A. This Agreement constitutes Board and Union policy for the term of said Agreement, and the Board and Union agree to carry out the commitments contained herein and given them full force and effect as policy. The Board and Union shall amend previously adopted policies and take such other action as may be necessary to bring said policies into conformity with the provisions of this Agreement.
- B. Copies of this Agreement shall be printed at Board expense, and a copy given to every custodial employee now employed or hereafter employed by the Board. The Union shall receive five (5) copies of this Agreement for its files and to assist in the implementation of the Agreement.

ARTICLE 16 - MISCELLANEOUS AND GENERAL PROVISIONS, cont'd

- C. If any provision of this Agreement or any application of this Agreement to any employees or group of employees shall be found contrary to law, then such provisions or applications shall be deemed invalid; but all other provisions or applications shall remain valid and continue in full force and effect for the life of the Agreement. The invalidation of any section of this Agreement shall not invalidate the Agreement.
- D. As required by Section 204-A of the Civil Service Law, the following is added to the Agreement.

It is agreed by and between the parties that any provisions of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

ARTICLE 17 - SALARIES

- A. The annual salary for all bargaining unit members shall be increased as follows:

2008-2009 - 3.50%
 2009-2010 - 3.50%
 2010-2011 - 3.50%

Starting Salary

The starting salaries for each title will also be increased by the same percent stated above.

	<u>BASE</u>	<u>2008/2009</u> +3.50%	<u>2009/2010</u> +3.50%	<u>2010/2011</u> +3.50%
Custodial Worker I/ Groundskeeper I	\$29,683	\$30,722	\$31,797	\$32,910
Custodial Worker II	\$32,000	\$33,120	\$34,279	\$35,479
Maintenance Mechanic I	\$42,270	\$43,749	\$45,281	\$46,866
Maintenance Mechanic II/ Groundskeeper II	\$45,938	\$47,546	\$49,210	\$50,932
Groundskeeper II	\$38,969	\$40,333	\$41,745	\$43,206
Groundskeeper III	\$48,165	\$49,851	\$51,596	\$53,401

**See Appendix for specific exception.*

ARTICLE 17 – SALARIES, cont’d

- B. Promotions for Custodians, Maintenance Mechanic or Groundskeeper from one level to a higher level must have the District’s recommendation. Promotions shall be determined based on seniority, attendance, and job performance.
- C. In the Contract Year 2005-2006 only, the starting salary for Groundskeepers III will be paid \$55,000 as their base salary. This base salary will then have the agreed-upon increased calculations between the District and Union.
- D. See attached Appendix regarding Custodial Work II’s and Groundskeeper II’s title change
- E. ELIMINATED
- F. The Board reserves the right to hold at the same amount of salary any covered worker whose performance is judged to be below acceptable standards.
- G. Longevity increases shall be awarded as follows:

- \$300 following three (3) years of service in the district
- \$350 following four (4) years of service in the district
- \$400 following five (5) years of service in the district
- \$400 following six (6) years of service in the district
- \$400 following seven (7) years of service in the district
- \$450 following eight (8) years of service in the district
- \$500 following nine (9) years of service in the district
- \$700 following ten (10) years of service in the district
- \$800 following eleven (11) years of service in the district
- \$800 following twelve (12) years of service in the district
- \$1000 following fifteen (15) years of service in the district

The increases above shall become part of the employee's annual base salary.

- H. The stipend for Shift Supervisor is to be increased to \$900 which will not be applied to the base salary. Shift Supervisors will perform the final walk-through in the building, ensuring that all windows, doors and alarms are closed, locked and alarmed. The Shift Supervisor is responsible and accountable for the safety of the building and for making sure that the unit members are present and working throughout their shift.
- I. Employees with the following attendance for the year will be eligible for a bonus as follows:
 - \$800 – 0 sick days used
 - \$700 – 1 sick day used
 - \$600 – 2 sick days used
- J. A 403(b) (tax sheltered annuity) program will be offered to employees in conformance with IRS guidelines and district policy.

ARTICLE 18 – HOLIDAYS

There shall be fourteen (14) paid holidays (including Martin Luther King Day), with a schedule to be mutually agreed upon. There shall be no Saturday assignments immediately following a paid holiday.

ARTICLE 19 - SEPARATION PAY

The following shall apply only to employees employed by the district for a minimum of five (5) continuous years of service.

- A. Upon retirement or termination from the District, employees shall receive additional compensation, provided they have not been dismissed for cause.
- B. The additional compensation shall be computed as set forth below:
 - 1. One-half (.5%) percent of annual base salary as of the date of notification for each year of service in the Center Moriches School District.
 - 2. The district will pay one day’s pay for every three days of accumulated sick time up to a maximum of 200 days accumulated sick leave as of the date of retirement. Sick leave is credited on July 1 of each year at the rate of:
 - a. Fifteen (15) sick days for the entire school year.
 - b. One and one-quarter (1.25) days per month for employees who leave during the fiscal year.
- C. The additional compensation shall be paid in one lump sum upon separation from service.

ARTICLE 20 - WELFARE FUND

The District will contribute the following amount for each employee in the contract year:

<u>Contract Year</u>	<u>Amount</u>
2008/2009	\$1,700
2009/2010	\$1,700
2010/2011	\$1,700

This sum will go to the Union Welfare Fund. These funds shall be determined by the District and Union.

ARTICLE 21 - JOB DESCRIPTION - CUSTODIAL WORKER

- A. General statement of duties:
Performs moderately heavy manual work in cleaning and caring for public buildings and institutions; performs related work as required.

ARTICLE 21 - JOB DESCRIPTION - CUSTODIAL WORKER, cont'd

- B. Distinguishing features of the class:
Under immediate supervision, custodial workers do manual work involving a variety of housekeeping tasks. Primary responsibility is for the use of proper methods and materials in cleaning and otherwise caring for buildings and equipment. Instructions of supervisors are specific in nature; and work is subject to close inspection during progress and completion.
- C. Illustrative examples of work:
1. Scrubs, mops, waxes, and polishes floors; dusts and polishes furniture; washes windows, woodwork, toilets, washroom and fixtures.
 2. Moves office and institutional furniture and equipment to places directed.
 3. Changes trash cans and garbage cans; replaces burned-out light bulbs.
 4. May clean sidewalks of snow during the winter season; may cut grass, trim shrubbery, rake leaves, and perform regular grounds maintenance work in the summer season.
 5. May operate a low-pressure boiler.
 6. May operate a school bus on a part-time basis for a school district.
- D. Required knowledge, skills and abilities:
1. Some knowledge of the materials, methods and equipment typically used in janitorial work.
 2. Skill in the care and use of small hand tools.
 3. Ability to understand and follow simple oral and written instructions.
 4. Sufficient strength and ability to perform a variety of routine custodial tasks.
- E. Minimum qualifications: Ability to read and write.

ARTICLE 22 - MAINTENANCE MECHANIC

- A. The Board agrees to create one (1) position of Maintenance Mechanic I, and one (2) positions of Maintenance Mechanic II, which shall be compensated for as stipulated on Schedule A.
- B. Out-of-title work shall be compensated for as stipulated in Article 17(A).

ARTICLE 23 - DUES DEDUCTION

- A. The Board agrees to exclusive check-off of dues for the Union from the salaries of appropriate members of this unit. Employees must file appropriate dues deduction cards on the approved dates with the Business Office.
- B. Dues deduction authorization can be revoked by the employee by informing the Union in writing of such termination. The dues deduction termination will be effected by sixty (60) days' written notice in advance or by termination of employment.

ARTICLE 24 - SNOW DAYS

- A. Any Union member who is required to work during an emergency closing of schools shall be paid double time. Weekends shall be paid as follows:

Saturday = 1.5 x daily rate
Sunday = 2 x daily rate
Holiday = 2 x daily rate

All employees regardless of job titles will report to work on snow days and will abide by the policies and procedures set forth and agreed upon by the Center Moriches UFSD and Local 237 regarding snow days. The district has the right to discipline the employee if he/she does not report to work.

ARTICLE 25 - TOOLS, EQUIPMENT & UNIFORMS

The Board of Education shall provide, within reason and budgetary allocations, all necessary tools and equipment for the custodial staff in the performance of their duties. The responsibility and maintenance of all tools and equipment shall be delegated to the Chief Custodian.

Union members will be entitled to receive one (1) set of rain gear and one (1) winter coat per contract.

ARTICLE 26 - PART-TIME EMPLOYEES

All permanent part-time employees shall receive, in addition to their salary, personal leave, vacation and sick leave on a pro-rata basis.

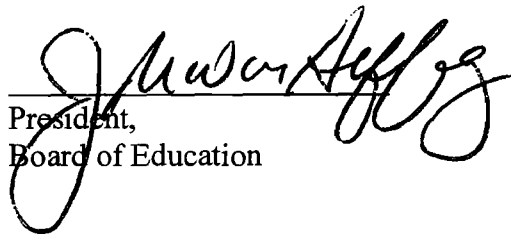
ARTICLE 27 - LENGTH OF THE AGREEMENT

This Agreement and each of its provisions shall be effective as of July 1, 2008, and shall continue in full force and effect until June 30, 2011. It is the sole and entire agreement between the parties.

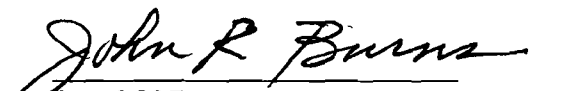
IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this _____ day of _____, 2009.

**For the Center Moriches
School District**

**For Local 237, International
Brotherhood of Teamsters**



President,
Board of Education



Local 237,
International Brotherhood of Teamsters

4-3-09
Date

4-17-09
Date



APPENDIX

The following Custodial Worker IIs will have their titled changed to Custodial Worker I to satisfy Civil Service Requirements with no change in salary status:

Lee, Christopher	CWII to CWI
Schumpf, Chris	CWII to CWI
Von Braunsberg, Brian	CWII to CWI

The following Groundskeeper IIs will have their title changed to Groundskeeper I to satisfy Civil Service Requirements with no change in salary status:

Palton, Jose	GKII to GKI
Tank, Thomas	GKII to GKI