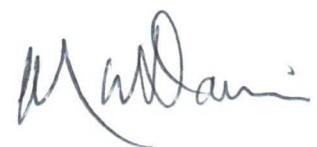


12/22/17

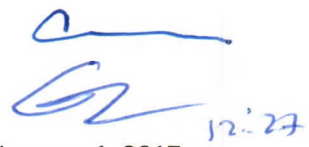


TA'd

District Proposal to Teamsters 12/22/17

Article 6 – Compensation

The Parties agree to create a new Article 6 Section 6.1.5 to read as follows:



- a. For the 2016-2017 year, the Teamsters salary schedule(s) will increase by 2.5% effective January 1, 2017.
- b. For the 2017-2018 school year, the Teamsters salary schedule(s) will increase by 2.5% effective January 1, 2018.
- c. For the 2018-2019 school year, the Teamsters salary schedule(s) will increase by 3.5% effective July 1, 2018.



Article 7 – Fringe Benefits

New Article

Effective 2018-2019 school year, after ratification and Board approval of the tentative agreement, all Teamsters unit members will contribute one third of one percent (1/3) of base salary to retirement benefits.

Article 11 – Vacations

The Parties agree to revise Article 11 Section 11.2.4 to read as follows:

- c. Earned vacation is to be taken within twelve months following earning except that a maximum of fourteen (14) days may be accumulated and carried over to the next fiscal year.
- d. All earned vacation hours accrued beyond the fourteen (14) days shall be cashed out by July 31st of each year.

The current accumulated vacation in excess of fourteen (14) days will be cashed out within 60 days of Board approval or must be used by June 30, 2018. Vacation cash out will be paid at the hourly rate as of June 30, 2017.

Article 23 Duration/Term of Agreement

The parties agree to revise the following articles read as follows:

Article 23.2 Duration: This Agreement will remain in effect from July 1, 2017 to June 30, 2020.

Article 23.3 Reopening: The parties agree to re-openers for total compensation and up to two additional articles by each party in the 2nd and 3rd year of the agreement.

The current contract shall remain in effect beyond its expiration date, in the event that a successor agreement cannot be agreed to.

M W Davine

12/22/17
TAD

Teamsters, Local 150 Negotiations with Sacramento Unified School District

District Proposal #4

Date: 12/15/17

CW

6.6 LONGEVITY PAY

G

~~Refer to the salary schedule under Appendix A of this agreement for relevant amounts based on years of service.~~

12:27

Commencing the 2017-18 school year, Teamsters, Local 150 members will be eligible for longevity steps at the following years:

- 10 years of service = 2% of base salary
- 16 years of service = 3.5% of base salary
- 19 years of service = 5.0% of base salary
- 22 years of service = 6.5% of base salary
- 25 years of service = 8% of base salary
- 30 years of service = 9.5% of base salary



M. W. Daurie
[Signature]
[Signature]
[Signature]

Teamsters, Local 150 Negotiations with Sacramento Unified School District

District Proposal #3

Date: 12/15/17

T/A
12/15/17

New Article

New Employee Orientation Meetings

- (a) "Newly hired employee" or "new hire" means any classified employee, whether permanent, full time, part time, hired by the District into a bargaining unit position, and who is still employed as of the date of the new employee orientation. It also includes all employees who are or have been previously employed by the District and whose current position has placed them in the bargaining unit represented by Teamsters, Local 150. For those latter employees, for purposes of this article only, the "date of hire" is the date upon which the employee's status changed such that the employee was placed in the Teamsters, Local 150 unit.
- (b) The District agrees that each newly hired employee shall participate in a mandatory new employee orientation, as small as one individual, prior to or within the first fifteen (15) work days from date of hire.
- (c) Each newly hired employee, as part of her or his on-boarding, shall attend a mandatory session, conducted by the Union.
- (d) If, for any reason, a newly hired employee is unable to attend their scheduled new employee orientation, a make-up orientation shall be scheduled with a mandatory session, conducted by the Union. The parties agree the ten (10) day notice provision for new employee orientation in AB 119 is waived. The District shall provide notice referenced in 3.5.1.15.
- (e) Union designee(s), including, but not limited to, Union representative, officers, stewards, and members, shall conduct the sessions covered under this agreement.
- (f) The new employee orientation session shall be held at the District Office.

Release Time

The District shall grant Union designee(s) release time, including reasonable time for travel and set up, without loss in compensation to conduct any sessions, meetings, and trainings covered by this agreement.

Neutrality

The District representatives shall be absent from the room during any sessions, meetings, or trainings, conducted by the Union, with Newly Hired Employees.

Facility and Resource Access

The Union shall have a right to access and use the District's facilities and audio-visual equipment to conduct sessions and separate meeting with newly hired employees.

Employee Information

The District shall provide the Union designee(s) with electronic notification in malleable electronic format of the name, job title, department, work location, work, home and personal cellular telephone numbers, home address, and personal and work e-mail addresses of any newly hired employee within ten (10) calendar days of the date of hire.

Notice of Newly Hired Employee(s)

The District shall provide the Union with at least ten (10) days' notice of any new employee orientation meeting and send an electronic list of expected participant(s) at least forty-eight (48) hours in advance of the new employee orientation meeting, to include the name, job title, department, work location, work, home and personal cell telephone numbers, personal email addresses on file with the employer, and home address of newly hired employees. Additionally, the District shall provide this information to the Union for all bargaining unit employees at least every 120 days or when requested.


10-30-17

Teamsters Classic

Teamsters Local 150 is proposing to the District that any portion of a final negotiated tentative agreement that gives our Bargaining Unit retroactive pay is also paid to any employees who retired during the period covered by that retroactivity.

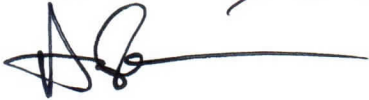
T/A

11/29/17



Jeff Young






Ted Lynn
CWR

T/A

Am
T/A
GC
MWD

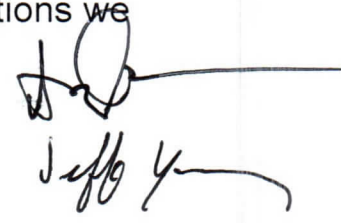
11/29/17

Teamsters Clarified Proposal to the District 10-30-17 regarding Bargaining Unit employees assigned to more than one site/school

If a SPOM or Facilities Operations Specialist is assigned to more than one location, the unit member shall be paid at 5 ranges higher for the entire time the unit member is assigned to multiple sites/schools. This would apply to SPOM 1, 2 & 3 positions as well as to the Facilities Operations Specialist, Serna Center.



It would not apply to the Operations Specialist bargaining unit position. If new positions are created in the future other than the current positions we would make this portion of the Contract subject to bargaining.



EXAMPLES:

SPOM 1 Range 43 would be paid at the SPOM 2 range 48

SPOM 2 Range 48 would be paid at the SPOM 3 range 53

SPOM 3 Range 53 would be paid at the Range 58

Facilities Operations Specialist, Serna Center Range 56 would be paid as Range 61