Tentative Agreement
between the
Teamsters Union Local No. 856/Alameda Building Trades Council
and the
San Leandro Unified School District

February 26, 2016

The following agreements were reached for 2015-16 reopener negotiations:

ARTICLE 8: SALARY AND FRINGE BENEFITS

Amend Article 8 as follows:

Add the following as the first sentence of this article:

A 5.0% salary schedule increase shall be applied to the 2015-16 Teamsters/Trades salary schedule retroactive to July 1, 2015.

ARTICLE 5: WORK SCHEDULES

Amend Article 5.4 as follows:

Eliminate the last paragraph of section 5.4

Add in its place the following:

If an employee is not rightfully offered such overtime, the affected unit member(s) shall receive one hour of overtime pay and shall be given the opportunity to work an overtime assignment equal to the number of hours that should have rightfully been offered to the unit member(s). This assignment shall be scheduled within one week of the missed assignment or at a mutually agreed upon date and time. If the District fails to offer the affected employee an overtime assignment within one week of the missed overtime assignment, the District shall pay the employee an additional hour of overtime.

In the event that the District did not have reasonable notice that work needed to be performed and that work is of the nature that, upon learning of it, it must be performed within 24 hours of being noticed, or the extent of the work needed to be performed is such that the District does not have the manpower and/or equipment to perform the work, the overtime procedure may be bypassed. However, bypassing the overtime process is a last resort that occurs only after management has made an effort to plan ahead or is unable to plan ahead due to unforeseen circumstances such as those resulting in the compromised structural integrity of buildings; hazards to the health and safety of people on our property; and/or would make it necessary to shut down a district program.

Teamster/Trades

2/26/16

SLUSD

Side Letter of Agreement
between the
Teamsters Union Local No. 856/Alameda Building Trades Council
and the
San Leandro Unified School District

February 26, 2016

Teamster/Trades & SLUSD Joint Task Force

The Teamster/Trades and SLUSD agree to form a joint taskforce to review unit member workloads across the district including the tasks and money spent on contracted services for work that could reasonably fall within the Teamster/Trades bargaining unit. The purpose of the committee would be to make joint recommendations to the SLUSD Board of Education for potentially adding new positions within the unit. Recommendations would be presented to the Board of Education at a board meeting prior to July 1, 2016, so that the hiring process for new positions could begin prior to July 1. The taskforce would be made up of 2 Teamster/Trades members and two members selected by the district. In the event that this task force does not reach agreement on the addition of new positions, the SLUSD commits to adding two positions to the Teamster/Trades unit prior to July 1, 2016. The task force shall continue to meet after July 1, 2016 if either party wishes to continue this work.

Teamster/Trades

2/26/16

SLUSD