**2021 CONTRACT RATIFICATION**

**Wednesday June 3, 2021**

**Vote Anytime 6:00 AM – 6:00 PM**

Negotiations Committee Members will be Available to Answer any Questions.

**Article 1 – Agreement –** Change to Contract duration

**Article 2 – Recognition –** Definitions of Union Representation

**Article 3 – Use of Gender Terms –** Applies to all Bargaining Unit Members

**Article 4 – Non- Discrimination –** Added Local Laws

**Article 8 – Non-Unit and Hourly Employees –** This Article is inclusive to Bargaining Unit Members

**Article 12 – Hours of Work –** This Article is inclusive to Bargaining Unit Members. The District, the Union and the Bargaining Unit Member will agree on a voluntary lunch period for those employees that are ineligible for a lunch. The Bargaining Unit Member or the District may revoke this agreement at any time.

**Article 13 – Overtime –** This Article is inclusive to Bargaining Unit Members. Language Title Changes.

**Article 14 – Probationary Period -** New Hires – Classified Bargaining Unit Members shall be on probation for only six (6) months or one hundred thirty (130) workdays of paid service, whichever is longer. No extension of the probationary period. Promotional Advancement – 90 days of paid service. May be subject to a forty (40) days of paid service extension of probation, provided the extension of the probationary period is not as a result of the evaluator’s failure to evaluate in a timely manner. If there is the extension of probation, the Classified Bargaining Unit Member has the right to have the District provide notice to the Union.

**Article 15 – Suspension/Discharge Cases –** This Article is inclusive to Bargaining Unit Members. This allows for progressive discipline for our hourly employees before a potential dismissal.

**Article 16 – Grievance Procedure –** This Article is inclusive to Bargaining Unit Members.

**Article 17 – No-Strike Clause –** This Article is inclusive to Bargaining Unit Members.

**Article 19 – Illness and Injury (Sick Leave)** – Sick leave is now memorialized in the Contract to include our Hourly Employees. This allows the Hourly Employees to utilize their twenty-four (24) hours of paid sick leave per fiscal leave not only for themselves but, family members as defined in the Article.

**Article 27 – Workers’ Compensation -** This Article is inclusive to Bargaining Unit Members.

**Article 33 – Dues Deduction -** This Article is inclusive to Bargaining Unit Members. Change of address for the International United Steelworkers Union offices in Pittsburg.

**Article 35 – Bulletin Board and Mail Services -** This Article is inclusive to Bargaining Unit Members.

**Article 36 – Clothing -** This Article is inclusive to Bargaining Unit Members.

**Article 37 – Milage Allowance -** This Article is inclusive to Bargaining Unit Members. If a Substitute is working at one site and is asked to go to another site, they would be able to put in for the milage to be paid.

**Article 43 – Union Rights – *Our only concession***. Instead of the District having three (3) days to complete they are asking for ten (10) calendar days.

**Article 47 – District Video Cameras and Time Clocks –** This Article is new to our Contract. We defined the appropriate use of the cameras. The definition of a Canceled Camera and defined the appropriate use of the Time Clocks. Members using time clocks will no longer have to clock out and in for a break because it is paid time, only a meal break period. Currently Time Clocks are only being used by the Food Services Department.

**ITEMS NOT TO BE VOTED ON, FOR YOUR INFORMATION**

* We have an MOU - Memorandum of Understanding for Article 40 – Union Security (Agency Shop)  
  If legislation provides former language, we would reference Appendix A for discussion.
* We have a side letter agreement for the Return of Substitute to a long-term assignment a long-term assignment is defined as one that has been offered for twenty (20) consecutive working days or more. A Substitute on a long-term assignment will be returned to their long-term assignment if they were out on beratement of three (3) days, if they took sick leave for three (3) days or if the Substitute was at a Union Conference for up to three (3) days.