

**TENTATIVE AGREEMENT  
BETWEEN THE  
FONTANA UNIFIED SCHOOL DISTRICT  
AND THE  
UNITED STEEL WORKERS**  
October 16, 2023

The Fontana Unified School District (FUSD) and the United Steel Workers (USW) hereby agree to this tentative agreement whereby all provisions of the current collective bargaining agreement shall remain in full force and effect except as modified below:

**ARTICLE 36**

**Clothing**

Bargaining Unit Members are required to report to work dressed appropriately and professionally and practice personal hygiene for the job in which they are employed. However, it is not the District's practice to require uniforms. If during the term of this Agreement the District requires the wearing of uniforms, the District shall provide said uniforms and provide for their replacement in the event said uniforms are damaged as a result of wear during work. During the term of this Agreement, the District shall continue its current practice of laundering required mechanics' overalls.

**UNIFORM REQUIREMENTS**

Uniform requirements will be applied to the Bargaining Unit Members in the following departments:

- Maintenance and Operations
- Food Services Department
- Warehouse
- District Safety Officers.

**SAFETY SHOE ALLOWANCE AMOUNT BY DEPARTMENT:**

<u>Custodial</u>	<u>\$120.00</u>
<u>District Safety Officers</u>	<u>\$65.00</u>
<u>Food Services</u>	<u>\$65.00</u>
<u>Maintenance and Operations</u>	<u>\$130.00</u>
<u>HVAC, Plumbers, Electricians, Irrigation</u>	<u>\$200.00</u>
<u>Technicians and Welders</u>	
<u>Warehouse</u>	<u>\$130.00</u>


This will be facilitated through a Purchase Order or a Reimbursement Process.


Unless otherwise specified in the Agreements, the changes made by this Tentative Agreement shall become effective on the date the Governing Board approves and the Association membership has ratified the Tentative Agreement.


**Fontana Unified School District:**

**United Steel Workers Local 8599:**

Dated: 10/16/2023

  
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Dr. Douglas Staine,  
Associate Superintendent  
Human Resources

  
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Dr. Rita Bayne,  
Executive Director  
Human Resources, Classified

  
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Dawn Dooley  
President, USW

  
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Marly Sandoval  
International Representative, USW