

TENTATIVE AGREEMENT 2/5/2021

ARTICLE 8

NON-UNIT AND HOURLY EMPLOYEES

The District agrees that ~~supervisors or non-unit~~ and hourly employees shall not be used at any time to displace Classified Bargaining Unit Members, except: in case of emergency as determined by the District, when Classified Bargaining Unit Members are unavailable for work assignments; declined the work assignment; or for purposes of training; nor shall this clause be used to require the District to assign overtime.

SUPERVISORS MANAGEMENT

The District agrees that ~~supervisors-~~management shall not perform Classified Bargaining Unit work, except for the purposes of training; when Classified Bargaining Unit Members are unavailable for assignments; have declined to accept the work assignment; or in cases of emergency as determined by the District. This clause shall not be used to require the District to assign overtime.

NON-UNIT HOURLY EMPLOYEES (SUBSTITUTES)

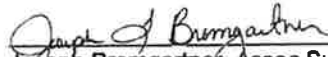
~~Non-unit Hourly~~ -employees shall not be used at any time to displace Classified Bargaining Unit Members, or be used by the District in lieu of permanently filling a vacant position except when Classified Bargaining Unit Members have declined the work assignment, in emergencies as determined by the District, or when Classified Bargaining Unit Members are not available to perform the work assignments.

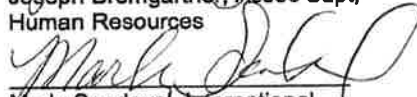
The District may employ substitute employees to work in place of Classified Bargaining Unit Members who are temporarily absent from their job assignments; pursuant to Education Code §45103 and this Agreement, substitute employees may be employed by the District as soon as a position is vacant and the term of such employment


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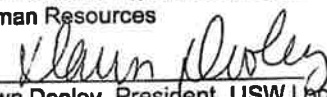
shall be for up to one hundred and five (105) calendar days after the District has posted the job vacancy filled by the substitute employee.

DATED: 2/5/2021


Joseph Bremgartner, Assoc Supt,
Human Resources


Marly Sandoval, International
Representative, USW Local 8599


Tika Davé-Harris, Director, Classified
Human Resources


Dawn Dooley, President, USW Local
8599