

Mario Contreras
SECRETARY - TREASURER



CHAUFFEURS, TEAMSTERS AND HELPERS

LOCAL No. 150

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AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

June 27, 2017

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Will Ector
Superintendent
Berryessa Union School District
1376 Piedmont Road
San Jose, CA 95132

2017 JUN 29 AM 11:34
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P. HORNBEI, SACRAMENTO

Dear Superintendent Ector,

As we advised the District earlier and as provided for under the terms of the Collective Bargaining Agreement (CBA) between Teamsters Local 150 and the Berryessa Union School District it is our intent to open under the terms of our current CBA. Please accept the following as our specific proposals that we said we would send the District in our March 31, 2017 opener letter. Please accept the following as our proposals for the current contract year opener (July 1, 2017-June 30, 2018).

Please accept the following as our proposals:

Article 4-Employee Rights: Add new to Article 4.2 Unless waived in writing, there shall be a steward or available bargaining unit member of the employee's choice present whenever the District meets with the employee about discipline or to conduct investigatory interviews. If a steward is unavailable, the employee may designate a bargaining unit member who is available at the time of the meeting to represent him/her. The District shall make every good faith effort to schedule any disciplinary or investigatory interviews when there is a shop steward available.

Article 8-Compensation and Benefits: Wages/Salaries- Fair and equitable increases in wages/salaries including wage/salary, range increases and differentials to keep our wages competitive within the region and not less than received by other bargaining units. If any other bargaining unit receives a greater salary schedule and/or off schedule (bonus) including in their benefits or anything of a monetary value without a corresponding contract change, cost reduction, or other event triggering an equivalent savings then Teamsters shall receive the same increase. Provide longevity pay to the 3 hour and less employees. Add differential of 5% to each person working a position that is short staffed by 5% or more from pre-layoff staffing levels until staffing levels are restored. Some of the most notable cuts in staffing were in maintenance and night custodians. Increase range for CNS working at Middle Schools. Add language to adjust salary schedules where/if impacted by any mandated minimum wage increases. Increase annual shoe allowance by \$100 per bargaining unit member per year.

Benefits-District will first reduce employee cost to existing benefits by raising District contribution at a minimum 100% of the increased cost of each of the existing level of benefits, then maintain existing health and welfare benefits levels at no increased cost to the employees. Further we are asking that the District contribution be at no less than the ACTUAL DOLLAR AMOUNT OF INCREASE given to any of the other bargaining units. Specifically, to clarify, if the District offers our Bargaining Unit the same percentage of increase that a higher paid bargaining unit received then the District would be offering us less than the actual dollar amount increase given to that bargaining unit. Lower paid members of our bargaining unit as well as other bargaining unit employees at the District will soon be priced out of health coverage if the recent "new" tradition of paying each bargaining unit the same PERCENTAGE of health care increase as employees in higher paid bargaining units is continued rather than calculated separately from the overall percentage of compensation for wages and benefits.

Article 16- Vacations

Add to existing schedule the following

After 15 years 10 months=20 days 12 months=25 days

After 20 years 10 months= 25 days 12 months= 30 days

Add language allowing employees the right to use sick leave, personal necessity or unpaid leave during District-wide shut downs. Improve employee's vacation selection options. End mandated vacation scheduling.

Please accept these to complete the sun shining process at the earliest possible dates. Please contact this office to arrange a mutually agreeable time and place to begin negotiations.

Should you have any questions please do not hesitate to contact me.

Sincerely,
Alan Daurie
Business Representative

AD/lmb

cc: Mario Contreras, Secretary-Treasurer
cc: Darrien Johnson, Assistant Superintendent / via Fax: (408) 251-4053