



CHAUFFEURS, TEAMSTERS AND HELPERS

LOCAL NO. 150
7120 EAST PARKWAY - SACRAMENTO, CALIFORNIA 95823
TELEPHONE (916) 392-7070 FAX 392-7675



AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

May 18, 2015

*Via Certified Mail 7012 2210 0000 1511 4320
and First Class Mail*

Will Ector
Superintendent
BERRYESSA UNION SCHOOL DISTRICT
1376 Piedmont Road
San Jose, CA 95132

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 30, 2015 opener letter. Please accept the following as our proposals for the current contract year opener (July 1, 2015 - June 30, 2016).

Please accept the following as our proposals:

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. Restore longevity progression to those employees who had them "frozen". Provide longevity pay to the 3 hour and less employees. Pay new employees a minimum of Step 2 after 6 months. 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 and Custodians working at Middle Schools. Add language to adjust salary schedules where/if impacted by any mandated minimum wage increases.

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 employees vacation selection options. End mandated vacation scheduling.

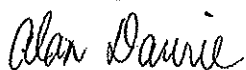
Article 20 - Holidays

Add Birthday holiday, add one other additional holiday to be determined - Suggested day Cesar Chavez day.

Please accept these to complete the sunshining 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/ea-1BT856

cc: Mario Contreras, Secretary-Treasurer
Jennifer Brown, Assistant Superintendent, Via Fax (408) 251-4053



CSEA Chapter 364

California School Employees Association
Berryessa Union School District Chapter 364

May 27, 2015

Dr. Brown,

On behalf of CSEA Berryessa Chapter 364, we are requesting to enter into negotiations on the following Articles for the 2015-16 school year.

Article 8: Compensation and Benefits

Article 19: Holiday/ Workyear Calendar

Article 24: Job Description, Reclassification, Position Upgrade and Salary Surveys

Sincerely,

A handwritten signature in black ink, appearing to read 'Debbie M. Narvaes'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Debbie Narvaes
CSEA President
Berryessa 364



CSEA Chapter 364

California School Employees Association
Berryessa Union School District Chapter 364

Dr. Brown,

May 8, 2015

On behalf of CSEA Berryessa 364 "B" Unit (Noon Duty Supervisors) we are Sunshining to begin negotiations for the 2015-1016 school year with the following articles:

Article 7 – Compensation

7.1 Salary

7.2 Training

Article 8 – At Will Employment Status

Article 9 – Sick leave provision

*Add – Release Time Article

Sincerely,

Debbie Narvaes
CSEA President
Berryessa 364