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Proposals from Teamsters Union Local 150 to the Berryessa USD

Article 4 - Employee Rights: Add - Any employee called into an investigatory meeting that could lead to discipline shall be given representation unless the employee signs a written waiver of representation. Adverse information obtained in such meeting absent representation or a signed waiver may not be used to support any discipline (fruit of a poison tree).

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. Increase longevity by at least 1% each step. Add additional longevity step at the beginning of the 25th consecutive year 16% increase in base salary. 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. Give all employees an option to divide the portion of their normal straight time hours into 12 equal pay period base checks so that they don't have small checks on their partial months of work. Extra work shall be paid for on a separate check. Overtime for employees whose normal schedule is 8 hours or less shall be paid at the double time rate of pay after 10 hours in a single day. Benefits-District will increase the dollar amount of its contributions to health care by no less than the dollar amount of increases given to the greater dollar amount given to the Teachers and CSEA. The District will then maintain the existing level of health benefits at no increased cost to the employees for the 2nd and 3rd year openers of the contract.

Article 14 - Uniforms and Equipment: Increase current shoe allowance to \$300

Article 16 - Vacations: Add to existing schedule the following:
 First through fourth year 10 months 12 days 12 months 14 days
 Fifth through ninth year 10 months 14 days 12 months 17 days
 Ten through 15 years 10 months 17 days 12 months 22 days
 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 unpaid leave at employee option during District wide shut downs

Article 20 - Holidays: Add birthday holiday and one other additional holiday to be determined. Suggested date Cesar Chavez Day

Article 24 - After Hours/On Call System: Increase weekly stipend to \$100 per week.

Article 28 - Layoffs: Add provision that in the event of a layoff that a cash buyout be offered to employees wishing to retire.

Article 33 - Term of Agreement: Three year contract with openers for wages, benefits and up to two additional articles for each party in the 2nd and 3rd year.