



TEAMSTERS LOCAL UNION NO. 572
CHAUFFEURS, SALES DRIVERS AND HELPERS

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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RICK MIDDLETON
SECRETARY-TREASURER

VIA FAX and US Mail to *John Bowes, Assistant Chief Human Resources Officer, Office of Staff Relations*, for distribution.

November 25, 2009

Board of Education
Los Angeles Unified School District
333 South Beaudry Avenue, 24th Floor
Los Angeles, CA 90017

Re: Teamsters Local 572 Initial Contract Proposals (Unit S)

Dear Members of the Board:

Enclosed herewith is Teamsters Local 572's initial proposed additions and changes to the current Unit S Bargaining Agreement.

Teamsters Local 572 reserves the right to supplement this proposal regarding any matter within the scope of representation. If additional proposals are made, the appropriate public notice and procedure will be followed.

Please do not hesitate to contact me should you have any questions regarding this matter. I may be reached at (310) 515-0601, ext 235.

Sincerely,

R.E. Middleton L.B.D.

RICK MIDDLETON
Secretary-Treasurer and Bargaining Chairman
RM:lbg

C: Connie Oser, Bargaining Representative
Adriana Salazar, Bargaining Representative
Lourdes M. Garcia, General Counsel
Unit S Bargaining Committee (via mail only)
Ramon Cortines, Superintendent (via mail only)

STAFF RELATIONS
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**TEAMSTERS LOCAL 572
CLASSIFIED SUPERVISORS – UNIT S
INITIAL CONTRACT PROPOSAL
TO
LOS ANGELES UNIFIED SCHOOL DISTRICT
(November 25, 2009)**

Article IV – Union Rights

4.0 Changes to format of List of Employees

Article V – Grievance Procedure

4.0 Modify Confidentiality language

Article VIII – Union Security and Dues Deduction

New Section – to allow for salary deductions in order to contribute to outside entities

Article IX – Hours of Work

New Sections

- 1.7 – Establishes work schedule at the beginning of the year
- 1.8 – Establishes procedure for changes to the work schedule
- 3.1 – Addresses being contacted off duty via telephone
- 4.1 – Combine rest and meal period
- 4.2 - Leaving worksite during the meal period

3.0 Modify call back time

Article X – Evaluation Procedures

New Sections

- 2.0 (F) – Employees are to be evaluated only by District staff
- 3.1 – No Action Notice of Unsatisfactory Service may be appealed to Chief of Staff
- 4.1 – Limits date(s) of alleged incidents in Notice of Unsatisfactory Service

3.0 Modify for clarity

Article XII – Subcontracting

New Sections

- 1.0 – Volunteers not to replace bargaining unit employees
- 2.0 - District to disclose intention of subcontracting prior to Board approval

Article XII – Leaves of Absence

New Section

- 19.5 – District to pay for costs of tuberculosis exam

Article XIV – Wages and Salaries, Pay Allowance, Differentials, and Special Salary Practices

New Sections

- 1.2 – Employees paid biweekly
- 2.1 – Dress code
- 9.1 – Employees working in Unit S positions will pay dues to Teamsters Local 572
- 13.1 – Annualization of salaries

- 2.2 Modify to increase mileage reimbursement rate
- 8.1 Modify to limit recovery of alleged overpayments

Article VXII – Vacation

- 1.1 Modify to add additional vacation days

Article XX – Tuition Reimbursement

New Section

- 3.0 – Allows for Professional Development

New Article

Respectful and fair treatment of Unit S collective bargaining members

Appendix F – Food Services Addendum

New Section

- 8.0 – Summer assignments in seniority order

Appendix G – Construction Inspectors Addendum

Modify for clarity