

# 2016-2017 MOU for Blue Collar Employees

## Summary of Changes

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Article	Changes
4 AFSCME Rights	<ul style="list-style-type: none"> <li>Adds permission for AFSCME to make a presentation at custodial and driver/monitor in-services and at any new employee orientations.</li> </ul>
4 Payroll Deductions	<ul style="list-style-type: none"> <li>Adds a provision that clarifies the deduction amount and number of deductions for AFSCME dues</li> </ul>
5 Employee Rights	<ul style="list-style-type: none"> <li>Adds a provision that notifies employees that questions and clarifications about specific duties associated with the job description should be addressed with the immediate supervisor and clarifying questions can be addressed by Employee Relations.</li> <li>Adds a provision that requires notice to AFSCME at least forty-eight (48) hours before any meeting in which a member will receive a suspension without pay or for any pre-termination hearing of a member.</li> </ul>
7 Joint Committees	<ul style="list-style-type: none"> <li>Sets the date and location for the Joint Labor Management Committee meeting</li> <li>Establishes parameters by which a Joint Professional Development Committee may determine free professional development opportunities for employees outside of work hours</li> </ul>
10 Duration of Agreement	<ul style="list-style-type: none"> <li>Extends the duration of the agreement to two (2) years from 2016 to 2018</li> </ul>
12 Grievance	<ul style="list-style-type: none"> <li>Requires all parties to a Level III grievance to submit copies of any exhibits for the hearing to Employee Relations on the day prior to the hearing in order to be exchanged between the parties</li> </ul>
15 Interviews	<ul style="list-style-type: none"> <li>Designates alternative means for contacting personnel on the AFSCME-generated list for inclusion on interview committees</li> </ul>
21 Custodial Duties	<ul style="list-style-type: none"> <li>Clarifies that training for custodians required to work above eight (8) feet will be provided by the District and that only trained Facilities employees will operate the boom or bucket trucks.</li> </ul>
24 Sick Leave	<ul style="list-style-type: none"> <li>Amends the definition of “immediate family” for purposes of sick leave to provide consistency for all employee agreements</li> </ul>
24 Bereavement Leave	<ul style="list-style-type: none"> <li>Amends the definition of “immediate family” for purposes of bereavement leave to provide consistency for all employee agreements</li> </ul>
24 Jury Duty/Litigation Leave	<ul style="list-style-type: none"> <li>Amends the definition of jury duty and witness leave to provide consistency for all employee agreements</li> </ul>
25 Governing Board Leave of Absence	<ul style="list-style-type: none"> <li>Amends the length of time that positions held by employees on leave status shall be considered vacancies from twelve (12) months to nine (9) months with the position posting option permissible at the end of the eighth (8) month when the employee will not return at the end of the ninth month</li> </ul>
25 Return from Military	<ul style="list-style-type: none"> <li>Clarifies that the District will comply with applicable federal and state law regarding placement of the employee in his/her former or comparable position upon return</li> </ul>
27 Professional Development	<ul style="list-style-type: none"> <li>Deletes the language regarding funding for professional development, but allows the District to reinstate a professional development fund if funding exists in the future</li> </ul>
28 Fringe Benefits	<ul style="list-style-type: none"> <li>Removes outdated and unnecessary language regarding insurance amounts previously absorbed by the District.</li> </ul>
31 Compensation	<ul style="list-style-type: none"> <li>Adds a provision that gives the Governing Board discretion during the 2016-2017 contract year to increase employee salaries if additional funding is received by the District during the 2016-2017 contract year that is authorized by the Legislature to be used for salaries for the 2016-2017 contract year</li> </ul>