

# 2013-14 AFSCME Summary of Changes

Article	Changes
5 "Union Rights"	<ul style="list-style-type: none"> <li>5-8(C)(1): Language changed to reflect the dues deduction drop date between May 1<sup>st</sup> and May 15th. Also, the language changed to reflect the date when cancellations need to be submitted to the district</li> </ul>
6 "Employee Rights"	<ul style="list-style-type: none"> <li>6-10(A): Language added detailing cameras monitor employees as well as students</li> <li>6-10(B): Clearer language describing primary reason for camera bus use. Language added containing secondary reason for bus videos</li> <li>6-10(C): Added language discussing who is able to monitor bus videos when there are employee complaints or questions in regards to conduct.</li> <li>6-10(D): Language added pertaining to who is able to download and secure a video when written accusation has been created regarding an employee. Lastly, language added to specify how long a thorough investigation shall take.</li> </ul>
11 "Duration of Terms and Conditions for Blue Collar Employees"	<ul style="list-style-type: none"> <li>11-1: Changed the date of how long the Terms and Conditions for Blue Collar employees shall remain effective.</li> <li>11-2: Language added addressing proper procedure if a party wants to amend a article.</li> <li>11-3: Language added that both parties agree to open articles annually which have a financial impact.</li> </ul>
23 "Transportation"	<ul style="list-style-type: none"> <li>Language added detailing the creation of pilot program for the 2013-2014 school year which includes the creation of a committee established by TUSD and AFSCME to review cost savings data and the effect it has on transportation employees</li> <li>23-1: Language regarding "Daily Value" was struck from article. Furthermore, language added discussing "Guaranteed Time" and examples of what guarantee time is. Also, language added discussing "Actual Time". Furthermore, language was struck discussing "Driving Time" and "Driving Time Range". "Duty Time" was struck as it pertains to how duty time is calculated. Moreover, the term "Extra Duty Time" was added to describe what an employee is being paid in excess of the standard route. Language was struck regarding "Time Frame and Time Range". Lastly, Clarifies "Reclassification" by adding Rate to language.</li> <li>23-3(B): Added GPS language to determine how to verify the accuracy of trip cards</li> <li>23-3(C): Language was changed in regards to minimum compensation for transporting students three (3) times in one day. This employee shall receive a minimum of eight (8) hours for the day.</li> <li>23-3(E)(1): Language "daily value of time range changed to Standard Rout Time</li> </ul>

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	<ul style="list-style-type: none"> <li>• 23-3(E)(2): Struck 1/5<sup>th</sup> language of employee’s weekly assigned hours and changed to standard route time</li> <li>• 23-5(C)(3): Daily Value language changed to Standard Route Time</li> <li>• 23-5(D)(1): Language changed regarding how many hours shall be given to employees who don’t receive regular assignments during the initial selection process. Language changed from 20 hour to 3.0 hours in both AM and PM guaranteed.</li> <li>• 23-6(E): Bush Washer language struck</li> <li>• 23-7(A): “Time Range” language struck and replaced with “Standard Route Times”. Also, language struck stating when Standard Route times are updated.</li> <li>• 23-7(D)(4): Language with trips lost was struck</li> <li>• 23-7(F)(1): “most daily value language” changed to “highest standard route time”</li> <li>• 23-7(G)(3): Language struck regarding daily value standard route time less than current trip</li> <li>• 23-7(G)(4): Changed to 23-7(G)(3); Also, “contracted hours” changed to “Standard Route Time”</li> <li>• 23-10(A): Language changed regarding bus drivers paid fifteen (15) minutes following return to the garage to ten (10) minutes</li> <li>• 23-13(A): Struck; Replaced with Article 23-13B of 2012-2013 agreement</li> <li>• 23-13(B): Changed to 23-13</li> <li>• 23-16: Struck; Replaced with Article 23-17 of 2012-2013 agreement</li> </ul>
<p style="text-align: center;">24 “Leaves of Absence with Pay”</p>	<ul style="list-style-type: none"> <li>• 24-2: Added language regarding sick leave being front loaded</li> <li>• 24-2(A): Language added, Beginning in 2014-2015, non-twelve month employees shall be reduced from six (6) sick days/ year to five (5) sick days/year.</li> <li>• 24-2(B): Struck; Replaced with Article 24-2(C) of 2012-2013 agreement</li> <li>• 24-4: Language changed to reflect that beginning in the 2014-2015 school year, all personal leave would no longer be front loaded. Personal leave will be based on results of 2012-2013.</li> <li>• 24-4(A): Language added regarding personal leave shall be accrued according to the frequency established by district procedure beginning 2014-2015</li> </ul>

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	<p>school year.</p> <ul style="list-style-type: none"> <li>• 24-4(B): Language added regarding personal leave to be accrued beginning 2014-2015 for all members of the bargaining unit. Twelve month employees can accrue eight (8) days of personal leave. Non-twelve month employees can accrue seven (7) days of personal leave.</li> <li>• 24-7(B): Language changed to reflect Vacation Leave Accrual beginning in 2014-2015. 1-5 years: 10 days; 6-15 years: 15 days; 16+ years: 20 days</li> <li>• 24-7(C): Language changed to reflect when an employee can start earning vacation leave and when they can first use their vacation leave</li> <li>• 24-7(D): Struck; Replaced with 24-7(F) of 2012-2013 agreement</li> <li>• 24-7(E): Struck</li> <li>• 24-8(D): Budget committee changed to Chief Financial Officer</li> <li>• 24-8(D)(1): Language added capping vacation leave and how many hours of vacation can be rolled over to the following year. Also, vacation must be scheduled 4 weeks in advance; emergency exceptions</li> <li>• 24-8(D)(2): ESPs in excess of 160 hours of vacation shall use it before June</li> </ul>
26 “Hours of Work”	<ul style="list-style-type: none"> <li>• 26-3: In the second paragraph the last sentence has been removed. In addition, new language has been added that requires the employee to work four hours of continuous work for the 15 minute break.</li> </ul>
27 “Professional Development Program”	<ul style="list-style-type: none"> <li>• The professional development fund has been suspended for the 2013-2014 school year.</li> </ul>
28 “Fringe Benefits”	<ul style="list-style-type: none"> <li>• 28-1(A): The employee portion has changed from “up to 9.5%” to 15%. In addition, for 2013-14 only the District will absorb \$23.94 of the monthly cost.</li> <li>• 28-1(B): Struck</li> </ul>
29 “Holidays”	<ul style="list-style-type: none"> <li>• 29-4: The paragraph containing “A Bus Driver Road-eo...” has been eliminated and replaced with three in-services a year.</li> </ul>