

**Memorandum of Agreement
Between Tucson Unified School District (TUSD) and American State County
Municipal Employees (AFSCME)**

November 22, 2013

The parties agree to the change of title of Property Control Workers and Campbell Warehouse Workers to Warehouse Delivery Workers.

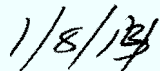
AFSCME has agreed to said changes and its provisions which include:

1. Campbell Warehouse Workers will now be classified as Warehouse Delivery Workers
2. Property Control Workers will now be classified as Warehouse Delivery Workers
3. Warehouse Delivery Workers will be classified as grade-3
4. Existing Property Control Technicians (job code 52403) being re-designated to Warehouse Delivery Workers (job code 524310) shall suffer no loss in pay, benefits, or standard work hours. Wages shall be adjusted to the closest step at pay grade 3 to their current wage and shall not be Red Circled
5. No Blue Collar positions shall be Riffed through this transition
6. No Blue Collar Employees shall be laid off through this transaction
7. No Blue Collar Employees shall receive a reduction in pay through this transition.

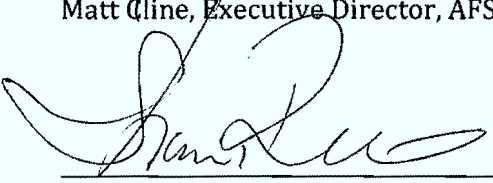
Therefore, be it resolved that effective November 20, 2013 AFSCME (American State County Municipal Employees) Local 449 and TUSD hereto the content of this memorandum.



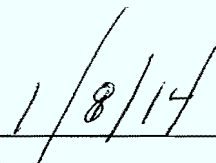
Matt Cline, Executive Director, AFSCME Local 449



Date



Shannon Roberts, Director & Chief Negotiator
TUSD Employee Relations



Date