



# TEAMSTERS LOCAL UNION No. 856

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December 5, 2022

Dr. John Rubio, Chief Director of Human Resources  
Mt. Diablo Unified School District  
1936 Carlotta Drive  
Concord, CA 94519

Dear John:

In preparation for bargaining, Teamsters Local 856 will sunshine the following proposals for employees of the MDUSD:

1. Term (Article 50)
2. School Bus Drivers (Article 43) – Teamsters Local 856 will propose an increase to the minimum hours guaranteed in order to recruit and retain drivers.
3. Grievances Process (Article 4)- Teamsters Local 856 will propose changes in language to Article 4 (Grievance Process) to improve and update the Grievance process.
4. Vacation (Article 9) – Teamsters Local 856 will propose an increase of the vacation cap for employees based on years of service. Teamsters 856 will also propose language to allow members improved access to their actual accrual time.
5. Salary (Article 25)- Teamsters Local 856 will propose a wage increase for all members covered under the CBA working at MDUSD as we continue to bring employees up to a fair wage that are similar to other districts in the Bay Area.
6. Employee Benefits (Article 26) – Teamsters Local 856 will propose an increase to the employer's share of medical benefits, so that the rising cost of healthcare does not unduly burden the employees or take from wage increases they may receive. Teamsters 856 will propose language to increase the compensation for opting out of medical benefits. Teamsters 856 will also propose language to include the spouse to medical retirement in equity with other Union(s).

7. Hours of Work (Article 5) – Teamsters Local 856 will propose language that would allow for a 9/80 work schedule and a 4/10 work schedule for certain employee groups during the summer break.
8. Holidays (Article 10)– Teamsters Local 856 will propose an additional holiday honoring Juneteenth.
9. Transfers (Article 41) – Teamsters Local 856 will propose language that would allow transferred employees the opportunity to return to their previous position.
10. Food Service (Article 42) – Teamsters Local 856 will propose an increase to the total number of hours guaranteed in the Food Service Department to ensure that all employees are working safe and reduce the potential of Workers Comp injuries.
11. Food Service – (Article 42) Teamsters Local 856 will propose language to address reassignments in the Food Services Department to address coverage when there are staffing shortages.
12. Housekeeping – Teamsters Local 856 will propose adding minor changes throughout the contract that provides clarification, corrects outdated obsolete language, or fixes format errors within the contract.
13. Safety (Article 40)– Teamsters Local 856 will propose additional language to address various safety concerns.
14. Milage (Article 27)- Teamsters Local 856 will propose additional language to allow the option for members to submit milage paperwork electronically.
15. I.T. Department (new article)- Teamsters 856 will propose adding an additional Article to the contract that addresses I.T. Members specifically.

Please feel free to contact me with any questions.

Sincerely,



Mark Jones, Representative  
Teamsters Local Union No. 856