



TEAMSTERS LOCAL UNION No. 856

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March 6, 2018

Deborah Cooksey, Deputy District Counsel
Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, CA 94519

Dear Deborah,

In preparation for bargaining and pursuant to Educational Employment Relations Act, section 3547, Teamsters Local 856 will sunshine the following proposals for employees of the MDUSD:

1. Term
2. Substitute School Bus Drivers – Teamsters Local 856 will propose an increase to the minimum hours guaranteed.
3. Contracting Out – Teamsters Local 856 will propose changes to the contracting out procedures.
4. Vacation Accrual – Teamsters Local 856 will propose changes to clarify vacation accrual language.
5. Longevity Pay – Teamsters Local 856 will propose an increase of percentages for employees based on years of service.
6. Certification and License Differential – Teamsters Local 856 will propose a wage increase for all members who are required to maintain a special license or certification.
7. Apprenticeship Program – Teamsters Local 856 will propose language to reestablish the program.
8. Promotions - Teamsters Local 856 will propose language to change the way the procedure is being handled.
9. Salary- 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.
10. Employee Benefits – 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.

11. Reclassifications – Teamsters Local 856 will propose changes to the way this process is currently being handled.
12. Food Service – Teamsters Local 856 will propose an increase to the total number of hours guaranteed to ensure that all employees are working safe and reduce the potential of Workers Comp injuries.
13. Transportation – Teamsters Local 856 will propose an increase to the total number of hours guaranteed in order to be able to retain drivers.
14. Routes Description and Bidding – Teamsters Local 856 will propose a change the current procedure on bidding for routes.
15. Substitute Custodians and School Bus Driver – Teamsters Local 856 will propose changes to the
16. Custodial Extra Work (Guidelines) – Teamsters Local 856 will propose a change to the current Custodial Extra Work procedure.
17. Volunteers – Teamsters Local 856 will propose a change to the Volunteers program due to certain issues and concerns that have been brought to the Union’s attention.

Please feel free to contact me with any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Juan Escobar", followed by a horizontal line extending to the right.

Juan Escobar
Union Representative

JE/lh