



TEAMSTERS LOCAL UNION NO. 856

453 SAN MATEO AVENUE • SAN BRUNO • CALIFORNIA 94066
TELEPHONE: (650) 635-0111 • FAX NUMBER (650) 635-1632 • 1(800) 758-TEAM (8326)

January 19, 2016

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. Shop Stewards- Teamsters Local 856 will propose changes to the total number of Stewards for all departments.
4. Longevity Pay – Teamsters Local 856 will propose an increase of percentages for employees based on years of service.
5. 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.
6. 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.
7. Supplying Tools – Teamsters Local 856 will propose a bonus for employees classified as Equipment Mechanics in order to assist with the purchasing of tools as the District does for all other trades.
8. Evaluations – Teamsters Local 856 will propose a month and date to ensure that all evaluations are being done timely.
9. Reclassifications – Teamsters Local 856 will propose changes to the way this process is currently being handled.

FREIGHT CHECKERS, CLERICAL EMPLOYEES AND HELPERS
AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
SAN FRANCISCO BAY AREA, CALIFORNIA



10. 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.
11. Transportation – Teamsters Local 856 will propose an increase to the total number of hours guaranteed in order to be able to retain drivers.
12. Routes Description and Bidding – Teamsters Local 856 will propose a change the current procedure on bidding for routes.
13. Extra Work Assignment – Teamsters Local 856 will propose a change to the current Extra Work Assignment procedure.
14. 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,



Juan Escobar
Representative

JE/lcv