



Public Employees Union, Local One

THE UNION FOR PUBLIC EMPLOYEES
ORGANIZED 1941

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October 23, 2015

Dr. Nellie Meyer, Superintendent
Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, California 94519

Mt. Diablo Unified School District
CST Unit
Sunshine Contract Proposals
2016 – 2019

Dear Dr. Meyer:

Pursuant to Article #43, Successor Agreement, and discussions with District staff, the Union is herewith presenting proposals for a successor agreement between the Union and the District. The Union is very interested in exploring avenues of enhancing the working conditions of our bargaining unit members, particularly in the areas of wages, hours of work, and benefits, as well as other areas that affect our employment with the District. We would like to meet to initiate dialogue for improvement to the MOU that will include, but is not limited to the following articles:

Article #31 - Hours of Work (p. 26)

(Add) Substitute coverage. The District shall allow for all unit positions the ability to obtain a substitute from the very first day that the employee is out of the workplace. * Regardless of the length and/ or reason of the absence.

Article #33 - Holidays (p. 32)

92. Holiday Entitlement. The District shall provide for an additional float day/(Caesar Chavez) as a paid holiday.

Article #40 - Salary Administration (p. 51)

127. Step Increase (C). The District shall provide for additional steps to all unit salary schedules.

129. Longevity Pay. The District shall increase the longevity pay to 5% per increment.

Article #41 - Salary (p. 53)

133. The District shall provide a salary increase to all bargaining unit employees, across-the-board, effective July, 1, 2016, July 1, 2017 and July 1, 2018

The District shall provide for a 5% raise each year of the 3 year contract across the board for all positions.

134. Furlough Days. There shall be no furlough days taken by bargaining unit members during the term of this MOU.

135. "Me Too" Agreement – For 2017/18 and 2018/19 School Years. If there is an increase in total compensation for another bargaining unit, represented or unrepresented, Public Employees Union Local One shall receive the equivalent increase in total compensation.

Article #42 – Employee Benefits (p. 54)

137. Cap. The District shall apply a 20 % max cap on benefits copayments based on the Kaiser single rate. This amount shall be adjusted each/ every year for those who are eligible for benefits.

142. (Add C) The District shall agree to an improved payroll method of payment to provide CalPERS on behalf of the members. This improvement is necessary to avoid errors.

Article #43 - Term (p.57)

150. Amend Agreement to reflect a closed Agreement from July 1, 2016 through June 30, 2019.

151. Successor Agreement. The Union and the District shall present proposals for a Successor Agreement no later than October 30, 2018.

On Behalf of the members of the Mt. Diablo Unified School District CST Unit and the Public Employees Union, Local One we reserve the right to add, amend, or modify any article of the contract that are the subject of the collective bargaining agreement process. We are looking forward to collaboration and cooperation between the parties to negotiate a successor agreement. Please contact my office for a schedule of mutually convenient times to meet at the bargaining table.

Sincerely,

PUBLIC EMPLOYEES UNION, LOCAL ONE


Cedric Porter
General Manager

Cc: Negotiating Team Members