

## **Tentative Agreement MDUSD and Teamsters Local 856, M&O**

August 22, 2014

### **Article 3—Organizational Security**

- F. The District agrees to deduct from the paycheck of all employees who submit authorization cards and are covered by this Agreement, voluntary payroll contributions to the union's Democratic, Republican, Independent Voter Education (D.R.I.V.E.) program.

### **Article 5—Hours of Work**

- D.5. District Maintenance Hours of Work shall be 7:00 a.m. to 3:30 p.m. year round.  
D.6. Swing shift hours during school year for bus mechanics shall be 12pm to 8pm.

### **Article 10—Holidays**

- F. Bus drivers who work on a non-Public School calendar and are scheduled to work on days designated as Board Holidays shall receive compensation at a rate of one and a half times regular pay or as compensatory time off, at the employee's designation.

### **Article 40—Safety**

- D. The parties agree to establish a Safety Committee to be composed of equal members of District and the union.

### **Article 25—Salary**

#### **For 2013/14 School Year Only**

- 3% ongoing salary increase, retroactive to July 1, 2013 based on all hours worked.
- 2% (off-schedule) one-time payment based on all hours worked. (Payment will be calculated on base salary after the 3% above is added. Only those unit members actually employed on the date of contract ratification will receive the 2% one-time payment.)

#### **For 2014/15 School Year**

- 2% ongoing salary increase, retroactive to July 1, 2014 based on all hours worked.

#### **For 2015/16 School Year**

- 4% ongoing salary increase effective at the midpoint of the work year.

### **Article 26—Employee Benefits**

- All unit members currently taking District-paid health benefits will share a one-time pre-tax health care bridge of \$115,916 to be divided based on benefit cost tier. The bridge will take effect on January 1, 2015 and will be paid through June 30, 2015

only. The unit has determined to divide the health care bridge proceeds as follows: single \$34.36; 2-Party \$64.36; and Family \$94.35.

- The parties will incorporate the August 6, 2014 Memorandum of Understanding (“MOU”) between them into the contract. The MOU decreases the divisor from 7 to 6 hours for those employees who receive prorated benefits. Therefore, for purposes of entitlement to the full-time District-paid benefit rate, employees who work at least 6 hours a day and 30 hours per week are eligible to receive the Cap Rate as defined below. Eligibility for the full Cap Rate, as defined below, shall also apply to those employees whose scheduled work hours total at least 30 hours per week even if they are scheduled to work less than 6 hours per day. Employees who work between 4 - 5.9 hours per day and 20 - 29.5 hours per week qualify for pro-rated District-paid health benefits using a divisor of 6 hours.
- Upon ratification and only following the employee’s certification of alternative coverage, increase In Lieu payment from \$60 to \$100 for each employee who opts out of District-paid health benefits.
- Beginning on July 1, 2015, the District will pay up to 80% of the 2015 Kaiser rate for each applicable tier: **\$571.56 Single, \$1,143.12 2-Party, and \$1,486.06 Family** (the “Cap Rate”) for employees who work at least 6 hours a day and 30 hours a week. Eligibility for the full Cap Rate shall also apply to those employees whose scheduled work hours total at least 30 hours per week even if they are scheduled to work less than 6 hours per day. The employee will pay 100% of any increase in health benefit costs over the Cap Rate.
- The District will continue to pay the full cost of vision and dental benefits for all employees working 4 or more hours per day and 20 or more hours per week.
- All other provisions of these articles remain in effect.

**Article 50—Term**

This agreement shall have a three-year term from July 1, 2014 to June 30, 2016.

Dated: August 22, 2014

District:

Deborah A. Cooksey

Teamsters:

Peter Finn