



Public Employees Union, Local One

THE UNION FOR PUBLIC EMPLOYEES
ORGANIZED 1941

Mailing Address: PO Box 6783, Concord, CA 94524-1783 ♦ Union Hall: 5034 Blum Road, Martinez
Phone: (925) 228-1600 ♦ Toll Free: 1-800-585-0054 ♦ Fax: (925) 228-1099
www.peul.org ♦ info@peul.org

March 22, 2013

Dr. Steven Lawrence
Superintendent
Mt. Diablo Unified School District
1936 Carlotta Drive
Concord, California 94519

**Mt. Diablo Unified School District
M&O Unit
Sunshine Contract Proposals
2013 – 2016**

Dear Dr. Lawrence:

Pursuant to Article 50, Successor Agreement 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 5. Hours of Work (p. 10)

The District shall restore all hours and positions that were eliminated or reduced during the 2009-2012 budget cycles. This includes all positions at all elementary sites, high schools, middle schools, and other District sites and offices. It is important that the District addresses the issue of restoration of Local One members who were affected by budgetary considerations and decisions made for 2010, 2011 and 2012; included are demotions in lieu of layoff, and layoff in the form of elimination of positions and/or reduced hours.

The District shall allow the Maintenance Department an opportunity for an earlier starting time to its operational day.

Article 9. Vacation. (p. 14)

Section A. Vacation Accrual. Amend the accrual schedule as follows:

1 – 4 years of service	14 days
5 – 10 years of service	18 days
11 – 15 years of service	24 days
16+ years of service	28 days



Independent Union Labor
LOBOS

Article 25 – Salary (p. 29)

Section A. Salary Increase. The District shall provide a salary increase to all bargaining unit employees, across-the-board, effective July, 1, 2013, July 1, 2014 and July 1, 2015.

The District and the Union shall discuss internal equity and parity of the salaries within the bargaining unit and make the appropriate adjustments.

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

Article 26 – Employee Benefits (p. 30)

Section A. Health Benefits. 1. Cap. The District shall remove the cap on the amount that it pays for benefits for bargaining unit members and shall pay 100% of the premium cost for those who are eligible for benefits. The Union is also interested in exploring benefits and/or alternatives that provide protection and reward to all bargaining unit members who are providing services on behalf of the District.

Add Section K. Protection Against Identity Theft (p. 34)

The District shall provide coverage by Protect My ID Elite to monitor activity for the purpose of identity protection to all bargaining unit members during the term of the contract.

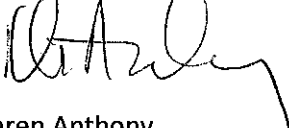
Article 50 Term (p.74) Amend Agreement to reflect a closed Agreement from July 1, 2013 through June 30, 2016.

Add Section C. 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.

On behalf of the members of Mt. Diablo Unified School District M&O Unit and the Public Employees Union, Local One we reserve the right to add, amend, or modify any articles 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



Karen Anthony
Business Agent
KA:jas

Cc: Negotiating Team Members