

MEMORANDUM OF UNDERSTANDING
MT. DIABLO UNIFIED SCHOOL DISTRICT
and
MAINTENANCE AND OPERATIONS, TEAMSTERS LOCAL NO. 856

PURPOSE

The purpose of this memorandum is to reach an agreement between the Mt. Diablo Unified School District ("District") and the Maintenance and Operations Unit, Teamsters Local No. 856 ("M&O") that will allow the latter to receive the same level of prorated benefits that the District's other classified unit receive. It is the intention of the parties to incorporate the terms of the Memorandum of Understanding ("MOU") into a successor agreement at the conclusion of bargaining for the 2013-2016 successor agreement.

ARTICLE 26—EMPLOYEE BENEFITS

CURRENT CONTRACT LANGUAGE:

Decrease Proration Divisor

42-A-2

Proration

- (a) Newly hired employees as of April 1, 2011 or current employees who move from non-benefited to a benefited position by that date and who work a minimum of 7 hours per day and 35 hours per week qualify for District-paid health benefits equivalent to what the District pays for full-time employees. (This provision also applies to benefited substitute bus drivers.)
- (b) Newly hired employees as of April 1, 2011 or current employees who move from non-benefited to a benefited position by that date and who work between 4—6.9 hours and 20—34.5 hours qualify for prorated District-paid health benefits using a divisor of 7 hours.
- (c) Employees who work less than 4 hours per day are ineligible for District-paid health benefits.


PROPOSED CHANGE TO CONTRACT LANGUAGE:

42-A-2

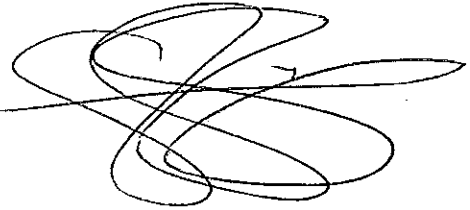
Proration

- (a) Newly hired employees as of April 1, 2011 or current employees who move from non-benefited to a benefited position by that date and who work a minimum of 6 hours per day and 30 hours per week qualify for District-paid health benefits equivalent to what the District pays for full-time employees. (This provision also applies to benefited substitute bus drivers.)
- (b) Newly hired employees as of April 1, 2011 or current employees who move from non-benefited to a benefited position by that date and who work between 4—5.9 hours and 20—29.5 hours qualify for prorated District-paid health benefits using a divisor of 6 hours.
- (c) Employees who work less than 4 hours per day are ineligible for District-paid health benefits.

All other provisions of this article remain in full force and effect unless changed by mutual consent of the parties.


Asst. Supt.

6/6/14



Sarah Sandford-Smith
Teamsters Local 856