

Mario Contreras  
SECRETARY - TREASURER



# CHAUFFEURS, TEAMSTERS AND HELPERS

LOCAL NO. 150

7120 EAST PARKWAY - SACRAMENTO, CALIF ORNIA 95823  
TELEPHONE (916) 392-7070 FAX 39 1-7675



AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

March 28, 2020

*Via Certified Mail 7012 3460 0000 2543 8461,  
First Class Mail and FAX (408) 928-6416*

Hilaria Bauer  
Superintendent  
ALUM ROCK ELEMENTARY SCHOOL DISTRICT  
2930 Gay Avenue  
San Jose, CA 95127

Dear Superintendent Hilaria Bauer,

As we advised the District earlier and as provided for under the terms of the Collective Bargaining Agreement (CBA) between Teamsters Local 150 and the Alum Rock Union Elementary School District it is our intent to reopen for the purposes of the third-year reopener agreement to the current CBA. Please accept the following as our specific proposals for the third-year reopener of the contract year July 1, 2017-June 30, 2020 which we said we would share in writing. The specific articles are listed below and are as we shared with the District when we closed the prior year's bargaining.

**Article VIII - Transfer, Promotion & Reclassification**

Range increase for all Transportation department classifications  
Range increase for all Maintenance department classifications. Transfers preference shall be granted to existing internal qualified employees to open positions ahead of outside external employees.

**Article XIV - Vacation and Holiday**

Increase longevity vacation credit cap to a maximum of nine (9) days.

Vacations will not be forced on employees when on holiday breaks if work is available (examples: custodial and maintenance work is always available and can be done more efficiently when school is not in session).

Allow employees to add 1 week of unpaid vacation to their scheduled vacation time when taken together with scheduled paid vacation.

Add additional holiday.

**Article XVII - Bargaining Unit Member and Dependent Insurance Coverage**  
Increase dollar cap to cover 100% Maintenance of current level of Benefits.

**Article XXII Pay and Allowance**

Wages/Salaries-Fair and equitable increases in wages/salaries including wage/salary range increases and differentials to keep our wages competitive within the region and not less than received by other bargaining units. If any other bargaining unit receives a greater salary schedule and/or off schedule (bonus) including anything of a monetary value, without a corresponding contract change, cost reduction or other even triggering an equivalent saving then Teamsters shall receive the same increase.

Improve professional growth language.

Range increase for all Transportation classifications.

Range increase for all Maintenance positions 5% Stipend for all Maintenance positions until staffing levels are restored to pre-layoff levels.

Create a 401k for all bargaining unit employees. Add annual contributions by the District for all employees over 15 years of service.

Subsequent to the completion of bargaining for the current year of the Collective Bargaining we would like to reopen the Collective Bargaining Agreement for wages, benefits and all other articles of the Contract for the successor (2020-2023) contract. It will be the intent of Local 150 to submit those proposals to the District at a later date. Given the COVID-19 Stay at Home Guidelines and that the District is essentially shut down for most of its operations this will be given to the District once District operations resume and our members are all back to work.

Please sunshine this document at the earliest possible date. Please contact this office to arrange a mutually agreeable time and place to begin negotiations and obviously in compliance with health and safety guidelines related to the COVID 19 pandemic. Should you have any questions, please do not hesitate to contact me.

Sincerely,



Alan Dawie

Business Representative

AD/ea

cc: Mario Contreras, Secretary-Treasurer, Local 150