

**COLLECTIVE BARGAINING
AGREEMENT**

BETWEEN

PASCO SCHOOL DISTRICT NO. 1

AND

**INTERNATIONAL UNION OF
OPERATING ENGINEERS**



SEPTEMBER 1, 2024 – AUGUST 31, 2027

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PREAMBLE

This Agreement is entered into between the Pasco School District No. 1, hereinafter called the "District" and International Union of Operating Engineers Local #280 hereinafter called the "Union".

WITNESSETH:

WHEREAS it is the desire of both parties to the Agreement to assure harmonious labor relations and to bargain collectively in regard to wages, hours, and working conditions, the parties hereto mutually agree to be legally bound and agree as follows:

ARTICLE 1 RECOGNITION

Section 1.1 The District recognizes the International Union of Operating Engineers Local #280 as the exclusive collective bargaining agent for the bargaining unit consisting of all full time and regular part-time employees who are classified as custodial, maintenance, grounds, printshop, and printshop helper. Excluded from the unit shall be the Maintenance and Custodial supervisors, substitute employees, and all other employees of the District. The parties recognize that under this Agreement each of them has responsibilities for the welfare and security of the employees. The District recognizes that it is the responsibility of the Union to represent the employees effectively and fairly. No employee shall be discharged, disciplined, or discriminated against due to their membership in the Union or by reason of their lawful Union activity.

ARTICLE 2 RIGHTS OF THE EMPLOYER

Section 2.1 Subject only to the express limitations stated in this Agreement, or in any other agreement between the employer and the Union, it is agreed that the customary and usual rights, powers, functions, responsibilities, and authority of management are vested in management officials of the District. Included in these rights in accordance with applicable laws and regulations and this collective bargaining agreement is the right to direct the work force; the right to hire, promote, retain, transfer, and assign employees in positions; the right to suspend, discharge, demote, or take other disciplinary action against employees for just cause; and the right to release employees from duties because of lack of work or for other legitimate reason.