



**Teamsters 856/JUHSD Unit  
2022 Negotiations  
Tentative Agreement  
April 25, 2022**

**Art. XV Compensation**

4.7% raise and included equity adjustments to current employees as of the date of this Agreement per attached table, effective July 1, 2021, Retroactive payments to be made on the June 17<sup>th</sup> 2022 payroll.

**Art. VIII Health and welfare Benefits**

Increase in District monthly contribution to \$1,897 toward health benefits for unit members to begin July 1<sup>st</sup>, 2022

**Art. VI Holidays**

Rename Columbus Day “Indigenous Peoples Day”

**Art. VI A. Hours**

Effective July 1, 2022, to include time for professional development, the standard work year for Cafeteria Managers shall be a total of 184 days and all other covered employees shall be 183 days.

**Art. XV E. Career increments.**

Remove Career Increment language in the MOU to recognize that these amounts have been included in the wage tables.

**Article XV G. Education Incentive Plan**

Increase the compensation to \$4 per unit effective July 1, 2022 and revise this section to better define this benefit and explain its use to employees.

**Art. VII Leaves of Absence**

Provide employees with a convenient digital access to the status their vacation, sick, other accumulated leave as soon as feasible but no later than Jan 1, 2023.

**Miscellaneous Side Letters and Extensions from 2014 to present.**

The District and Union will endeavor to incorporate the added or revised language from various side letters signed since the last major edit of the contract in 2007-13 period. Including changes related to U.S. Supreme Court Janus ruling and the State of California AB119 regarding Union access to new employees and California SB866 regarding cooperation in the handling of dues deductions.

For the District

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Daina Lujan  
Director HR JUHSD

For the Union

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Mark Leach  
Representative IBT856

For the District

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Danielle Sweeters  
Director Food Services JUHS

For the Union

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Rita Peppers  
Steward IBT856

Ratified: 5/13/22

Board Approved: 5/17/22