



**TENTATIVE AGREEMENT**  
**between the**  
**Teamsters 856/JUHSD Unit**  
**and the**  
**Jefferson Union High School District**  
**for 2024-2027 Contract**



May 6, 2024

*Union proposal and counter proposals to District proposals in the articles listed area as follows:*

**ARTICLE II. RECOGNITION**

~~Delete from this article the following language: The District agrees to revise job descriptions for all positions by October 31, 2008. The revisions shall include an on-site job analysis by the Associate Supt. — Business and/or the Deputy Supt — Retired. JUHSD agrees to consider adjusting the Food Service Manager’s salary beginning in 2008-09 based upon comparative total compensation and duties with other Revenue Limit Districts in the Bay Area.~~

**ARTICLE III. UNION SECURITY**

~~Delete from this article the following language:~~

~~A. — Any bargaining unit member who is not a union member and who does not make application for membership within thirty (30) calendar days from the date of first day of paid service under this contract shall pay to the union a service charge as a contribution toward the administration of this agreement in an amount equal to the regular monthly dues. This provision shall not be a condition of employment. Enforcement of this provision shall be the obligation of the union.~~

~~If a bargaining unit member has a bona fide religious objection to payment of a service fee, he/she shall contribute an amount equal to the service charge to a recognized charity. “Recognized charity” is one approved by the I.R.S.~~

~~B. — The District agrees to deduct the union membership dues and the agency shop service charges from the pay of every bargaining unit member who has executed a voluntary written authorization for this deduction. Such authorization shall continue in effect unless revoked in writing. The amount to be deducted shall be certified to the District by the treasurer of the union, and the aggregate deductions of all workers shall be remitted promptly to the union, together with a written statement of the names, social security numbers, and hourly pay rates of the workers for whom such deductions were made. The statement of names shall be coded in a mutually agreed upon manner to indicate new hires, leave status and terminations.~~

*Insert the following new language;*

**A. DEDUCTION OF UNION MEMBERSHIP DUES**

**The District agrees to deduct the union membership dues from the pay of all workers who are members of the Union. The amount to be deducted shall be certified to the employer by the Union. The aggregate deductions of all unit members shall be remitted to the Union within seven (7) working**

days, together with a written statement of names of the unit member for whom deductions were made. The statement of names shall be coded in a mutually agreed upon manner to indicate new hires, leave status and terminations. This authorization shall be automatically renewed as an irrevocable check-off from year to year unless the unit member revokes it in writing with the Union. The Union shall notify the district of all elected and revoked dues deductions in a timely manner. The District shall direct employees with questions regarding union membership or dues to the Union. Union dues may not be deductible for federal income tax purposes; however, under limited circumstances dues may qualify as a business expense.

#### **B. NEW HIRE ORIENTATION AND BARGAINING UNION INFORMATION**

The district shall provide the Union mandatory access to its new employee orientations. The union shall receive notice ten (10) or more days in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable.

The District shall provide the contact information of all new hires within thirty (30) days of the date of hire or by the first pay period of the month following hire. Information provided to the Union will include name, date of hire, job title, department, work site, work phone, home/mobile phone, district email, personal email address, and home address to the degree that such information is available. In the event that the District conducts an annual group orientation, the Union shall have up to thirty (30) minutes of paid exclusive presentation time at the orientation.

In the event of a new hire mid-year, the Union shall contact the new hire and the new hire's supervisor to schedule paid fifteen (15) minutes during work time of exclusive presentation at a mutually acceptable time and location. The Human Resources Department shall copy letters to the Union of new unit member appointments and the acceptance of resignations/retirements.

#### **ARTICLE IV. HOURS**

##### **D. REST PERIODS**

A full-time seven and one-half (7½) hour worker is entitled to two ~~fifteen (15)~~ **ten (10)** minute rest periods. A worker who has a four (4) hour consecutive work schedule is entitled to a ~~fifteen (15)~~ **ten (10)** minute rest period.

#### **ARTICLE V. VACATION**

*Delete existing language and insert the following new language;*

Vacation time will be granted at the rate of 0.04379 hours per hour worked for those with work schedules of at least 37.5 hours per week, 0.04087 hours per hour worked for those with work schedules that are over 35 hours, but less than 37.5 hours per week. Those with schedules that are 35 hours per week or fewer will earn vacation time at the rate of 0.03846 hours per hour worked. Due to the limited workdays, unit members will not be approved to utilize vacation time, but will be paid out at the end of each school year.

#### **ARTICLE VI. HOLIDAYS**

Update Lincoln's Birthday to Lunar New Year

## ARTICLE VII. LEAVES OF ABSENCE

### A. SICK LEAVE

**6. Personal Necessity Leave: Employees may apply on appropriate district forms, for Personal Necessity leave up to 7 days per year pursuant to Education Code 45207 for the following reasons: (1) Death of a member of his or her immediate family when additional leave is required beyond that provided in Education Code 45194 (Bereavement Leave not charged to sick leave) (2) Accident, involving his or her person or property, or the person or property of a member of his or her immediate family. (3) Appearance in any court or before any administrative tribunal as a litigant, party, or witness under subpoena or any order made with jurisdiction. (4) All 7 days of personal necessity under this section may also be used as personal business days for any reason with advance permission of the employee's supervisor, whenever such notice is possible. Such permission shall not be unreasonably denied.**

### E. BEREAVEMENT LEAVE

A unit member shall have the right upon request and application to three (3) days district paid bereavement leave. In cases where out of state travel is required, two (2) additional district paid days shall be authorized. In the event of the death of a spouse, parent, step-parent, child or step-child, the unit member shall have the right to five (5) district paid days bereavement leave. Said leave shall be at full pay and shall not be chargeable to sick leave.

Bereavement leave (other than that granted for the death of a spouse, parent, step-parent, child or step-child) shall be authorized in the event of the death of the following persons: grandmother, grandfather, grandchild, aunt, or uncle of the employee or of the spouse of the employee, son-in-law, daughter-in-law, sister, sister-in-law, **mother-in-law, father-in-law**, brother, brother-in-law or any relative or resident living in the unit member's household **and persons as defined in Education Code and Board Policy**. Unit members may request permission of their immediate supervisor to be absent without pay due to the death of any relative not designated as immediate family. **Unit members may use available, applicable leave.** Unit members shall notify their immediate supervisor or department office prior to the start of their regular work shift on the day(s) of Bereavement Leave. Upon return from bereavement leave, unit members shall be required to complete absence verification form(s) provided by the district and submit verification as may be required.

### I. PERSONAL NECESSITY LEAVE

*Delete this section.*

## ARTICLE VIII. HEALTH AND WELFARE BENEFITS

The District shall pay to the Teamsters Local Union No. 856 Health and Welfare Fund effective **July 1, 2024 up to Two Thousand and Sixty-Nine Dollars (\$2,069)** for each employee who has worked eighty (80) hours or more in the preceding calendar month. Paid time off (vacation, sick etc...) shall be credited towards the 80 hour eligibility requirement. The District shall continue to pay up to **Two Thousand and Sixty-Nine Dollars (\$2,069)** during the summer months for those employees that qualified for Medical Insurance during the last full working month of the school year. **In year two (July 2025) and three (July 2026) of the contract there shall be a reopener to negotiate adjustments to the employer contribution.**

**Art. XV Compensation**

**Effective July 1, 2024, the wages for Step One Worker be set at \$20.00 per hour. All other wages in the Jefferson Food Service Workers wage table shall be calculated to reflect a Worker 1 rate of \$19.44 with the established approximately 3.5% separation between Steps 1-9 and 14, the 5% separation between Worker and Cashier and the approximately 22% separation between Cashier and Manager. Proposed adjustments to the 2024-2025 wage tables are as follows:**

Step	Range		
	Worker	Cashier	Manager
1	\$20.00	\$20.42	-
2	\$20.12	\$21.13	-
3	\$20.83	\$21.87	-
4	\$21.56	\$22.63	\$27.60
5	\$22.31	\$23.43	\$28.55
6	\$23.09	\$24.24	\$29.55
9	\$23.89	\$25.09	\$30.58
14	\$24.73	\$25.98	\$31.66


**In year two (July 2025) and three (July 2026) of the contract there shall be a wage reopener.**

**Art. XV Compensation**

**Employees who work during a Summer School period shall have all hours worked in Summer School service included as income earned in that work year and reported for retirement calculations.**

**FOR THE JEFFERSON UNION HIGH SCHOOL DISTRICT**

Name: Daina Lujan

Sign: 

Date: May 6, 2024

**FOR TEAMSTERS 856/JUHSD UNIT**

Name: Mark Leach

Sign: 

Date: 5/16/2024