

PTA Proposal C-7

Seniority for Coverage

Presented by PTA Tuesday, June 3, 2025

PTA makes the following proposal related to Unit C:

ARTICLE ~~IX~~ 9: OVERTIME & COVERAGE

- A. Except as set forth above for bus drivers, ~~employees~~ Members covered by the Agreement shall be paid overtime at the rate of one and one half (1½) times ~~his~~ their regular rate of pay for work in excess of eight (8) hours in one (1) day and forty (40) hours in one (1) week.
- B. Any custodial ~~employee~~ Member called back to work on the same day after having completed ~~his~~ their assigned work and left ~~his~~ their place of employment and before ~~his~~ their next regular scheduled starting time, shall be paid at the rate of time and one-half (1 ½) for all hours worked on recall. The custodial ~~employee~~ Member will shall be guaranteed a minimum of three (3) hours pay at ~~time one~~ and one-half (1½) times their regular rate of pay.
- C. If a ~~night~~ custodian is absent, ~~administration~~ the District will shall determine when to employ coverage. If the absence is for more than one day or one night, administration shall either employ substitute coverage or offer four (4) hours of overtime to ~~a day shift custodian~~ Members following order of seniority.
- D. Any ~~employee~~ Member required to work on Sunday shall be paid at two (2) times ~~his/her~~ their regular rate of pay.
- E. Site-Based Overtime
 - 1. Overtime shall be first offered to the ~~personnel~~ Members who work at the effected site by order of seniority with the most senior Member given the first right of refusal. in each area who ordinarily perform such related work in the building requiring the service.
 - 2. No ~~person~~ Member shall be given a second assignment at their own work site until all ~~m~~Members of the unit have been offered the opportunity to work an overtime assignment.
- F. District-Wide Overtime
 - 1. ~~The overtime will be offered on a rotating schedule with the most senior person given the right of first refusal. If no Member at the affected site accepts the overtime assignment, the opportunity for overtime work shall be offered to Members working at other sites by order of seniority with the most senior Member given the first right of refusal.~~
 - 2. ~~If no one in the building wants the overtime, it will be offered district wide on a rotating schedule with the most senior person given the right of first refusal.~~ No ~~person~~ Member shall be given a second district-wide assignment until all district ~~m~~Members have been offered the opportunity to work.

3. If there are no volunteers to take the overtime it shall be assigned to the least senior person in the building.
4. ~~If no district-wide person wants the overtime it~~ Under extreme and exceptional circumstances, the coverage assignment may be offered externally, if no Member is available to fill the assignment, and both management and the union representatives agree to subcontracting a substitute custodian for a specific and limited duration of time. ~~It will be the least senior custodian's responsibility to ensure the custodian taking the district-wide overtime has the proper equipment and information to do the overtime.~~

G. For the purpose of this Article, seniority shall be based on time served in the District.
~~(The parties acknowledge that the foregoing change shall result in corresponding changes in the appropriate rotating overtime list for each building effective on the date of execution of this Memorandum.)~~