

**ORIGINAL**

**AGREEMENT**

Between

**SUNNYSIDE SCHOOL DISTRICT**

and

**TEAMSTERS, FOOD PROCESSING EMPLOYEES,  
PUBLIC EMPLOYEES, WAREHOUSEMEN AND  
HELPERS, LOCAL UNION NO. 760**

**Representing the Security Liaisons**

September 1, 2024

to

August 31, 2027

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## **ARTICLE 1 - PURPOSE OF AGREEMENT**

1.1 This Agreement is made and entered into by and between SUNNYSIDE SCHOOL DISTRICT NO. 201 hereinafter referred to as the "District," and TEAMSTERS LOCAL NO. 760 hereinafter referred to as the "Union," for the purpose of fixing the scale of wages, schedule of hours and the general working conditions affecting the employees.

## **ARTICLE 2 - RECOGNITION AND BARGAINING UNIT**

2.1 The District recognizes the Union as the sole and exclusive collective bargaining representative of all regular full-time and regular part-time employees and temporary employees as defined by this Agreement in the Security Services Department of the Sunnyside School District; excluding supervisors, confidential employees, casual employees, school resource officers and all other employees of the Sunnyside School District.

## **ARTICLE 3 - UNION SECURITY AND DUES CHECK-OFF**

3.1 All employees of the District covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement may remain members in good standing and those who are not members in good standing on the effective date of this Agreement, may, on the thirtieth (30th) calendar day following the effective date of this Agreement, become and remain members in good standing in the Union.

3.2 When the District hires a new employee recognized as a position covered by this Agreement, the District shall, within twenty (20) workdays of the date of employment, notify the Union in writing giving the name, social security number, hire date, address and classification of the employee hired. If the Union has appointed a Steward, to monitor and enforce the terms and conditions of this Agreement, this information will be supplied to this person as well. The District shall provide, the Union or their designated representative the following:

1. immediate access following notification,
2. a reasonable time, not less than thirty (30) minutes, with the employee, per RCW 41.56.037 and ESB 6229, for the purpose of presenting information and material about their exclusive bargaining representative benefits,
3. time shall be during normal work hours, and;
4. on the District's premise.

3.3 When provided a "voluntary check-off" authorization form, furnished by the Union and signed by an employee, the District agrees to deduct from the employee's pay, the Union's applicable dues and/or service fees, as prescribed in the "voluntary check-off" form. The full amount of monies so deducted by the

District shall be promptly forwarded to the Union by check along with an alphabetized list showing names and amounts deducted from each employee.

#### **ARTICLE 4 - RIGHTS OF PARTIES**

4.1 Management Rights: It is understood and agreed that with the exception of the provisions of this collective bargaining agreement, the Board of Directors in the school district retain all rights, powers, functions, and authority vested in management by law, custom, practice, in rules and regulations of Federal, State, County, and all other regulatory agencies. Whatever rights the school board has retained pursuant to applicable law, rule, or regulation, shall not be exercised in a manner, which conflicts with the provisions of this Agreement.

Management of the business of the District and the direction of the District's personnel is vested exclusively with the District, subject to the terms of this Agreement, Board Policy or Administrative Procedures and any applicable law(s). The District retains the right to the following:

- a) Direct employees covered by this Agreement;
- b) Hire, retain, promote, demote and assign employees of this unit;
- c) Suspend or discharge employees of the unit for just cause;
- d) Relieve employees from duty due to lack of work or other legitimate reasons;
- e) Determine the method, number, and kinds of personnel by which operations undertaken by employees in the unit are to be conducted. The District shall have the right to establish work assignments, hours and duties that are consistent for the Security Services and may be amended to meet the needs of a specific facility agreement with the Union.

4.2 Union Rights: The Union does not waive any right the Union has under applicable State laws including but not limited to the right to require the District to bargain collectively concerning any subject matter held by State laws to be mandatory or permissive which is not otherwise covered by this Agreement.

4.3 Employee Rights: It is agreed that the employees of the bargaining unit shall be protected in the exercise of their right to join and assist the Union freely and without fear of penalty or reprisal. Each employee shall have the right to bring matters of job-related concern to the attention of the employee's immediate supervisor. Each employee shall have the right to bring job related matters to the attention of a Union Representative.

4.3.1 An employee shall be advised of the right to have a representative of the Union during any interview, which could result in formal disciplinary action. When a request for such representation is made, no action shall be taken with respect to the employee until such representative of the Union is present.

## ARTICLE 5 - DEFINITIONS OF EMPLOYEES

5.1 Regular Employee: Regular employees are employees who are assigned to full-time or part-time positions and have completed his/her probation period. Regular employees are entitled to all conditions as set forth in this Agreement.

5.2 Probationary Employee: Probationary employees are regular employees who have not completed one (1) year of continuous employment as a regular employee. Probationary employees shall work under the provisions of this Agreement, but shall be employed on a trial basis, and may be discharged for any reason during the probationary period without further recourse, including recourse to the grievance procedure.

5.3 Temporary Employee: Temporary employees include those employees assigned to replace a regular employee on an authorized leave of absence for the period of the employee's leave or assigned to a temporary position for more than sixty (60) days but not to exceed twelve (12) months. Temporary employees are entitled to all conditions as set forth in this Agreement with the exception of Article 6-Seniority.

5.4 Casual Employees: Casual employees are those employees hired by the District to fill in on a day-to-day basis for regular employees. Casual employees are not part of the bargaining unit and are not covered by this agreement.

## ARTICLE 6 - SENIORITY

6.1 No employee shall acquire seniority until he has become a regular employee. A regular employee is one who has completed one (1) year of service with the District since his first (1st) day of employment within the bargaining unit. After successful completion of the probationary period the employees' seniority date shall be the original date of hire. A list of Security Services employees arranged in the order of their seniority shall be given to the Union upon request by the Union by November 1, of each school year. Should more than one (1) employee have the same hire date, the involved employees will draw straws to determine position on the seniority list. Any controversy over the seniority standing of any employee on this list shall be handled as a grievance for settlement.

6.2 The seniority of an employee shall be considered broken, all rights forfeited, and there is no obligation under this Agreement to rehire when the employee:

- (1) Voluntarily leaves the service of the District;
- (2) Discharged for just cause,
- (3) Laid off due to lack of work for more than twenty-four (24) consecutive calendar months,

- (4) Absent from work because of an illness or injury exceeding twelve (12) consecutive calendar months, unless extended by Board action,
- (5) Leaves the bargaining unit to accept a position with the District outside the bargaining unit,
- (6) Failure of an employee to return to work upon recall from an indefinite lay-off within five (5) workdays after receipt of written notice from the district at his last known address appearing on the District's records.

6.3 There shall be no deduction from continuous service for any time lost which does not constitute a break in service as set forth herein.

6.4 Lay-off: Subject to the limitation that the employee is qualified to perform the work: In reducing the personnel because of lack of work or other legitimate reason, the last employee hired in the Security Services Department shall be the first employee laid off.

6.4.1 In those layoff situations, where the least senior employee bumps to a lower step said employee would maintain his wage rate, at the time of the bump, until the lower steps wage rate catches up. After the wage parity, the affected employee will be entitled to any subsequent wage increase of the lower classification. The affected employee would also have first (1st) bid back rights should his previous position be re-instated.

6.5 Recall: Employees laid off will be retained in a recall pool for a period of twenty-four (24) consecutive calendar months. The last employee placed in the recall pool by layoff shall be the first employee rehired, provided that such employee is qualified to perform the duties of the position.

## **ARTICLE 7 - PROMOTIONS - POSTING - TRIAL PERIOD**

7.1 The term "promotion" shall mean the advancement of an employee to a higher paying assignment of work, or the re-assignment of an employee, at the employee's request, to a position the employee considers to be in his interest regardless of the wage rate.

7.2 Notices of opening(s) in positions covered by the Security Services Agreement shall be posted at appropriate District locations and a copy sent to the Union Steward. The notices will contain a description of the job, the qualifications, job site location, wage rates, and hours of work. Notices of openings shall be posted for five (5) working days. Any reduction in the number of days a position is posted must be made by mutual agreement with the Union and the Human Resources Director.

7.3 All openings will remain posted for a period of five (5) workdays and awarded within twenty (20) workdays after the district has determined there were

applicants qualified and available to perform the work. If the District does not intend to fill a vacant position or intends to repost the position it will notify the Union in writing as soon as reasonable possible setting forth the reason not to fill or the reasons to repost the position. Any security services employee who desires to apply for such openings shall submit an application in writing to the Human Resources Department prior to the posted deadline.

7.4 All vacancies or new positions shall be filled on the basis of qualifications for the position. The qualifications of each candidate will be evaluated, and assessments made in the areas of work experience, training, evaluations and/or recommendations, and physical qualifications appropriate to the vacancy. When qualifications are substantially equal between applicants, the employee with the highest seniority standing will fill the position.

7.5 Nothing herein will preclude the District from making temporary assignments during posting periods.

7.6 An employee who has successfully bid a new position opening shall serve a trial period of not more than twenty (20) workdays at the new position. Should the employee fail to satisfactorily perform the duties of the new position as required by the District or should he/she elect to return to the former position, the employee must do so without exception within the twenty (20) workday trial period.

7.7 Employee Staff Development: The District shall allocate five thousand (\$5,000) dollars yearly, which may be used for District approved staff development and trainings.

7.7.1 The District will provide travel expenses for employees to attend pre-approved, job-related professional conferences. If a substitute is required, the District will pay the substitute cost to provide training inside and outside of the regular workday, Professional Day(s), and prior to the beginning of the school year. The monies may also be used for activities which would assist the employee in meeting other District requirements. The parties recognize the opportunity for training inside the workday will be limited.

## **ARTICLE 8 – INVOLUNTARY TRANSFER**

8.1 In those cases where the District deems it necessary to make staff adjustments to meet the District's needs and have justified those needs, the District may involuntarily transfer employees to existing positions in the contract year. When an employee is involuntarily transferred to a position of less pay than the present position, the employee's salary shall be maintained at the level she/he is working at the time of transfer.

## ARTICLE 9 - DEFINED LEAVES

9.1 **Sick Leave:** Regular employees shall accumulate sick leave on an annual basis of twelve (12) working days per year. Should an employee use sick leave beyond the number of days earned or accumulated, and then leave the District's employ, the cost of said days taken which were paid to the employee shall be deducted from the employee's final check.

9.1.1 Less than full-time eligible employees shall accumulate sick leave on a pro-rata basis not to exceed twelve (12) working days per year, based upon the employee's assigned hours as set forth in the employee's contract. Such pro-rata accumulation shall not be less than the Washington Paid Sick and Safe Leave (PSL) accrual of 1 hour of Sick Leave, for every forty (40) hours worked accrual rate.

9.1.2 A deduction of one (1) hour of sick leave credit shall be made for each hour's absence due to their own or a family member's illness, injury, or medical treatment or for any other reasons permitted under the Law (e.g., those that qualify under the Domestic Violence Leave Act). The rate of sick leave pay shall not exceed the amount the employee would have received if the employee had been working. Overtime pay shall not be considered.

9.1.3 Sick leave may not be used for personal reasons not enumerated above. Employees suspected of misusing or abusing sick leave may be required to provide documentation to support their use of sick leave. If an employee misuses or abuses sick leave, they may be disciplined.

9.1.4 Employees who are unable to report for work due to an illness or injury must notify the Director of Security or designee and report the absence as soon as possible so that a substitute can be scheduled if necessary.

**Recording Leave:** Employees are responsible for timely input of any time off into the District's leave reporting system. Time off should be entered before the absence when possible. Time off will be entered no later than the employee's return date. Entering time off does not replace regular notification procedures. A physician statement of illness may be required upon request of the Superintendent or designee under the following situations,

- A. When the employee is applying for FMLA, PFML, or Shared Leave.
- B. When an illness exceeds five (5) consecutive workdays.

**Unpaid Leave:** The District expects that all employees stay within their sick leave, personal leave allocations. Unpaid leave is not an automatic right of employment. Unpaid leave is allowed under qualifying FMLA, PFML, or childcare leaves. Any non-approved unpaid leave will be considered an unexcused absence and may be reflected on annual evaluations and subject to progressive discipline.

9.1.5 Sick leave may be taken to care for an employee's sick qualifying family member(s) under Washington Family Care Act, (PSL) or FMLA. (e.g., child or parent which includes biological, adopted, foster, step or legal guardian; spouse, registered domestic partner, parent in-law, grandparent, grandchildren, or sibling).

9.1.6 Any employee who is eligible for State Industrial Compensation for time off because of an on-the-job injury shall be paid sick leave if sick balance is available. Any State Industrial benefit received by the employee shall be endorsed to the District. Upon receipt of this benefit by the District, the employee shall be credited with sick leave on a pro-rated basis of the State Industrial benefit to the original amount of sick leave taken.

9.1.7 Any unused sick leave allowance in any year shall accumulate year to year up to the maximum allowed by law.

9.1.8 As long as the Attendance Incentive Program is effective and law, the provisions of that Law and the Rules and Regulations shall be extended to the employees covered by this labor agreement and further the provisions of that Law shall become part of this labor agreement by this reference.

9.1.9 Sick leave cash-out procedures shall be in accordance with the law.

1. In January of the year following any year in which a minimum of sixty (60) days of leave for illness or injury is accrued, and each January thereafter, any eligible employee may exercise an option to receive remuneration for unused leave for illness or injury accumulated in the previous year at a rate equal to one (1) day's monetary compensation of the employee for each four (4) full days of accrued leave for illness or injury in excess of sixty (60) days. Leave for illness or injury for which compensation has been received shall be deducted from accrued leave for illness or injury at the rate of four (4) days for every one (1) day's monetary compensation: PROVIDED, that no employee may receive compensation under this section for any portion of leave for illness or injury accumulated at a rate in excess of one (1) day per month.

2. At the time of separation from school district employment an eligible employee or the employee's estate shall receive remuneration at a rate equal to one (1) day's current monetary compensation of the employee for each four (4) full days accrued leave for illness or injury. "Eligible employee" means (a) employees who separate from employment due to retirement or death; (b) employees who separate from employment and who are at least fifty-five and have at least ten years of service under the Washington School Employees' retirement system plan 3 as defined in RCW 41.35.010(25); or employees who separate from employment and who are at least fifty-five and have at least 15 years of service under the Washington school

employees' retirement system plan 2 as defined in RCW 41.35.010(24), or under the public employees' retirement

9.1.10 The Sunnyside School District has adopted the VEBA III Sick Leave conversion Medical Reimbursement Plan (the "Plan") pursuant to RCW 28a.400.210.

#### 9.1.11 LEAVE SHARING

- A. A leave sharing program has been established for the employees of the Sunnyside School District in accordance with RCW 41.04.665: Leave sharing is allowed for the following conditions outlined in RCW 41.04.665 and chapter 392-136A WAC and chapter 392-136A WAC. Appropriate documentation such as a statement from a medical provider is required, if applicable.
- B. RECIPIENT Must not be eligible for worker's compensation and must have exhausted or will shortly exhaust (forty hours or less) annual and/or sick leave and must have abided by applicable district policies related to sick and military leave. Additionally, the employee's absence and use of shared sick leave must be justified. The amount of leave an employee may receive shall be determined by RCW 41.04.665. And chapter 392-172A WAC.

9.2 Bereavement Leave: An employee shall be allowed five (5) working days of absence with full pay when arranging for or attending the funeral of a member of the employee's immediate family or close personal friend. In the event additional bereavement leave is necessitated due to more than a single occurrence within the year, the employee may use their sick bank if available. Bereavement leave can be extended with Superintendent approval and requires notification to the employee's Supervisor. This leave is non-cumulative and discrete from other leaves.

9.2.1 In the event of death of an uncle, aunt, nephew, or niece, or first cousin of the employee or of his spouse or grandparents of the employee's spouse, and an employee's fiancée, one (1) working day of absence with full pay shall be allowed. Such leave is non-accumulative.

9.3 Emergency Leave: Emergency leave may be taken due to a problem that has been suddenly precipitated or is unplanned; or where preplanning could not relieve the necessity for the employee's absence; such leave shall be taken from sick leave. Emergency leave shall not be taken for personal pleasure or profit or to extend a holiday or for social or recreational purposes.

9.4 Personal Leave: Personal leave of three (3) days per year shall be granted with pay. No reason shall be required as to the purpose for using the leave.

Unused personal leave days may be carried over to the next school year and may accumulate up to a maximum of six (6) in any one school year.

9.5 Military Leave: A regular employee who is an active member of any organized reserve of Armed Forces of the United States, shall be entitled to and granted a military leave of absence from his employment for a period not exceeding twenty-one (21) calendar days during each calendar year. Such leave shall be granted in order that the employee may take part in active training duty in such manner and at such time as he may be ordered to active training duty. Such military leave shall be in addition to any vacation or sick leave to which the employee might otherwise be entitled, and shall not involve any loss of efficiency rating, privileges, or pay. During the period of military leave, the employee shall receive his normal pay.

9.6 NEW Washington Paid Family Medical Leave.

Washington Paid Family Medical Leave (PFML) benefits as allowed by law:

The District shall annually notify employees about the benefits available under PFML. Employees will be required to file a claim for PFML benefits with the Employment Security Division (ESD) at the following email address <https://paidleave.wa.gov/get-ready-to-apply>. All payments will come from the ESD.

Employees will be required to contact the Employment Security Guidelines to determine the amount of leave available.

To qualify for PFML, employees must meet minimum hours required in employment in Washington State during the qualifying period Employment Security will determine the employee's eligibility and benefits.

Employees should go to <https://esd.wa.gov/paid-family-medical-leave/benefits> or [www.paidleave.wa.gov](http://www.paidleave.wa.gov) for all information pertaining to this leave. The District and employees shall pay premium costs as per state law.

Employees must notify the district of their intent to claim benefits for PFML and provide appropriate documentation that qualifies them for the time off. The employee must communicate with the district when they are using PFML benefits to prevent any overpayments of pay.

Maternity and Parental Leave: An employee requesting maternity and/or parental leave shall notify the District in advance of his or her intention to take leave and the estimated date he/she will return to work.

A. Maternity Leave:

An employee is entitled to use accrued sick, personal, vacation and unpaid leave for delivery and recovery after childbirth. The normal period for delivery and

recovery after childbirth is assumed to be thirty (30) workdays. Use of more than thirty (30) workdays of accrued leave for delivery and recovery after childbirth or a pregnancy-related disability must be verified by a physician's note.

Personal leave and/or a vacation may be accessed beyond the thirty (30) days without a physician's note.

Any extension of maternity leave beyond the period needed for childbearing and recovery, shall be granted under Parental Leave.

**B. Parental Leave:**

An employee shall be allowed to use up to thirty (30) days of accumulated sick leave per year for introducing a new child into their family.

This applies to regular childbirth as well as adoption.

If the employee does not have enough sick leave, the employee may go on an unpaid paternal leave. Unpaid leave may be extended to sixty (60) days if qualified under FMLA. The employee may continue District sponsored insurance programs while on unpaid leave by paying the premiums directly to the District.

9.7 Leaves of Absence: A leave of absence is an approved absence from employment without pay and without loss of seniority. Upon recommendation of the Superintendent, the Board may grant a leave of absence for a period of up to one (1) year. This period may be extended by mutual agreement between the District and the Union. Such leaves shall be in writing with a copy to the Union.

Anticipated leaves must be requested for each individual school year (September to August). To qualify for continued employment, all employees on authorized leave will be required to give written notice to the Human Resources Department no later than May 1 of their planned date of return to work.

9.8 Insurance Continuation by Employee: An employee who is absent from work due to illness or injury shall be responsible for payment of the Health Care benefit insurance premium(s) during those months in which the employee has no compensation owing (i.e. for work performed; for accumulated sick leave and/or in lieu thereof; for accrued vacation time; or insufficient compensation) to qualify as per Article 15, Section 15.1, unless such employee qualifies for District paid medical premium under the Family Medical Leave Act (FMLA).

9.9 Unpaid Leave: Unpaid leave is not a right of employment and must be pre-approved by the Human Resources department. Any non-approved unpaid leave will be considered an unexcused absence.

## **ARTICLE 10 - JURY DUTY - SUBPOENAED WITNESS**

10.1 When a regular employee covered by this Agreement is called for Jury Duty or is subpoenaed as a witness to testify about matters which are job related in any municipal, county, state, or federal court, he shall advise his supervisor upon receipt of such call, and if taken from his work for such service, shall be reimbursed as provided herein for any loss of wages while actually performing such service. The employee will sign over to the District his Jury Duty or subpoenaed witness pay, excluding those monies for travel and meal allowances.

10.1.1 Special Jury Duty or subpoenaed witness shift starting time shall be 8:00 o'clock a.m. An employee reporting for Jury Duty or subpoenaed as above, and if excused for the balance of that day, shall report as soon as possible to the employee's supervisor for purpose of working the balance of the special jury duty or subpoenaed witness shift.

## **ARTICLE 11 – HOLIDAYS**

11.1 Eligible employees will observe and be paid for the following recognized holidays, which fall within their work year regardless upon which day in the week the holiday should fall:

New Year's Day	Veteran's Day
Martin Luther King's Birthday	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Memorial Day	Day before Christmas
Juneteenth	Christmas Day
Labor Day	Independence Day

11.2 Employees shall not be required to work on the above-mentioned holidays and there shall be no deduction in pay, except as provided in Section 11.4 below.

11.3 When a holiday falls on a Saturday or a Sunday, the District shall have the option of observing same on the holiday or the Friday before or the Monday following the holiday. The District will post the holiday schedule at least fifteen (15) calendar days prior to the holiday setting forth the day for observing same. The District will publish a holiday schedule during September of each year.

11.4 An employee who is required to work on one of the recognized holidays shall be paid two (2) times his normal hourly rate for hours worked.

11.5 An employee shall be eligible for holiday pay if he has worked his last scheduled workday immediately preceding the holiday, and his first (1st) scheduled workday following the holiday, or he is excused (in writing) by management, or he is on sick leave due to bona-fide illness or injury or absence.

11.6 Less than full-time eligible employees shall receive holiday pay based upon the employee's assigned hours as set forth in his salary authorization form.

11.7 Should the State mandate any additional holidays, which are not listed above, the same shall be added and observed.

## **ARTICLE 12 – HOURS OF WORK – OTHER WORK PROVISIONS**

12.1 Work Week: The regular workweek shall consist of forty (40) hours and shall be Sunday through Saturday. All employees shall be allowed one-half (1/2) hour for lunch.

12.2 All hours compensated in excess of forty (40) hours in one week shall be paid at the rate of time and one-half (1 ½) the employee's regular hourly rate. (Overtime hours will be authorized by the employee's supervisor and awarded by seniority as defined by Article 6 of this agreement). In computing overtime pay under this article, an employee shall be paid to the nearest one quarter (1/4) of an hour actually worked.

12.3 Scheduling: Except for occasional variations due to circumstances beyond the control of the District, each employee shall be assigned to a definite and regular work week, which shall not be changed without prior notice to the employee of five (5) workdays. The five (5) day notice may be waived by the employee or may be waived by the District in case of an emergency.

12.4 Alarm Call: An alarm call shall be defined as those checks necessary to ensure that all heating, electrical, water and other utilities are performing properly, to determine if any vandalism or break-in has occurred, and to ensure the building is locked. Security Liaisons will follow the district approved protocol for alarm callouts. The alarm company will be provided with a list of security liaison staff in order of seniority.

In order to be paid, both an electronic timesheet and an alarm accountability form must be completed and submitted to the payroll department.

Camera verified alarms will be compensated at one (1) hour at the rate of 1.5 times the regular rate of pay. When the verification provides the Liaison with the information necessary to make the decision that an in-person follow-up is not necessary (i.e. if a SSD employee failed to disarm the security system, thus causing the triggered alarm).

In the event that the alarm cannot be verified by camera and an in-person verification is required; or the information provided by the alarm company indicates an in-person response is necessary, the response will be compensated at two (2) hours, or actual time worked (whichever is greater), at the rate of 1.5 times the regular rate of pay. An employee on callout and/or call back shall be considered

as on duty for the entire time. Should the additional callouts extend beyond the initial time, the employee shall be paid time and one-half (1.5) his/her regular hourly rate for actual hours worked.

12.5 Call Back: Each call back ordered by an employee's supervisor should be paid at the appropriate rate of pay. An employee shall be paid a minimum of two (2) hours for each call back, and if worked over two (2) hours, the employees shall be paid for actual hours worked. A call back shall be defined as work ordered by the employee's supervisor to remedy problems occurring outside the normal workday as defined in 12.3 above. The Parties agree to form a group (consisting of the Union representative, Liaisons, and District representatives) to study and improve the call back system, including compensation.

12.6 Meal Periods: The thirty (30) minute meal period shall be as near to middle of the work shift as possible, but no later than five (5) hours after the start of their shift. During each four (4) hour shift of an employee's workday, the employee is entitled to one (1) fifteen (15) minute rest period. The fifteen (15) minute rest period shall be taken as near the middle of the four (4) hour shift as possible and shall be taken at the job site. Rest periods or meal periods missed during the course of the day due to emergency situations shall be made up prior to one (1) hour before the end of the day. Lunch period and rest periods shall not be skipped in order to allow the employee to leave the job site prior to the regular close of the work shift.

### **ARTICLE 13 – CLASSIFICATIONS – WAGE RATES – OTHER PROVISIONS**

(See Appendix A)

### **ARTICLE 14 - PAY ARRANGEMENTS**

14.1 All employees shall be paid monthly, in twelve (12) monthly installments. There shall be no deductions other than required by law or authorized in writing by the employee.

14.2 Upon discharge or quitting, the District shall pay all monies due the employee on the next eligible payday following such quitting or discharge.

14.3 Overpayments: In the event the District inadvertently overpays an employee, the parties shall meet and discuss repayment of such amount.

### **ARTICLE 15 – GROUP HEALTH CARE BENEFIT PROGRAMS**

15.1 The District agree to provide the insurances plans, follow employee eligibility rules and provide funding for all bargaining unit members and their dependents as required by State law, the State Operating Budget, and the School Employee's Benefits Board (SEBB). Inclusive of employer funding will be payment of the retiree carve-out for all eligible employees.

15.1.1 The employer agrees to provide information about SEBB insurance plans to eligible employees during the school year (as required or recommended by SEBB) and during each open enrollment period.

15.1.2 The employer agrees to follow SEBB eligibility rules. The District will not purposefully limit an employee's hours to prevent SEBB eligibility.

#### **ARTICLE 16-RETIREMENT CONTRIBUTION-INDUSTRIAL ACCIDENT INSURANCE-FICA/MEDICARE**

16.1 The District shall pay into the appropriate employees' retirement program, Industrial Insurance and FICA/Medicare as required, and at the prescribed rate, by law.

#### **ARTICLE 17 – SALARY ADJUSTMENT FORMULA AND COMPENSATION COMPLIANCE**

17.1 Commencing September 1, 2024, through August 31, 2027, salaries for the employees covered by this Agreement shall be set as contained in Appendix A, unless modified as specified in this Agreement. For the school years covered by the terms of this Contract, the District will pass through and apply to the salary schedule any state allocated funds designated for classified salary increases and received by the District.

17.2 In the event that any provision of this Agreement is found in violation of state law, SPI rules and regulations on salaries, benefits, vacations, holidays, or any other terms of this Agreement, it shall be adjusted by the District to place the District in compliance with state statutes and rules and regulations as promulgated.

17.3 Should any court challenge to the statutes cited above be successful, thus voiding the limitations imposed thereby, the salaries and insurance benefits in this Agreement may be reopened by the mutual consent of the parties.

17.4 Pay Advancement: Anyone hired after the first working day of January will remain at the first step of the salary schedule for one complete year. The following September 1<sup>st</sup> the employee will advance to the second step.

#### **ARTICLE 18 - DISCHARGE - SUSPENSION - WRITTEN WARNING NOTICE**

18.1 The District may discipline, suspend without pay, or discharge an employee for just cause. An employee suspended without pay or discharged shall be given written notice, with a copy to the Union, of the complaint against him concerning his work or conduct. Such notice shall be given within ten (10) workdays of the date of such complaint against his work or conduct or within ten (10) workdays

from the date such violation became known to the District. Otherwise, such written notice shall be null and void.

18.2 Progressive Discipline: Discipline, as used in this Agreement, shall be used in a progressive manner in order to give the employee an opportunity to correct actions, which the District deems to be inappropriate, except as provided elsewhere in this section. No employee shall be discharged or suspended without pay unless he has received a prior written warning notice for a similar type of misconduct, provided no such written warning notice shall be necessary if the cause for discharge or suspension without pay is dishonesty, drinking related to his/her employment, illegal possession and/or use of federally designated drug abuse items, abuse of sick leave or excessive sick leave, or such other misconduct which is so serious in nature as to justify discharge or suspension without pay without a written notice. All information documenting any reprimand, warning, discipline, or adverse effect shall be kept in the personnel file for three (3) years. Such material three (3) years old or older shall be expunged from the file at the employee's written request unless otherwise required by law. A copy of such written warning notice shall be sent to the Union at the time it is given to the employee.

18.3 An employee may request an investigation of his discharge or suspension, or any written warning notice and the Union shall have the right to protest any such discharge, suspension or warning notice. Any such protest shall be presented to the District in writing within ten (10) workdays, and if not presented within such period, the right of protest shall be waived.

18.4 The Union shall immediately take this protest up with the District and if it is not resolved within fifteen (15) workdays, the matter may be submitted to arbitration pursuant to the terms of Article 19 of this Agreement.

18.5 The District shall give to a discharged employee a written notice of termination, and at the same time send a copy to the Union.

## **ARTICLE 19 - GRIEVANCE AND ARBITRATION PROCEDURE**

19.1 "Grievance" as used herein shall mean any dispute between the District and its employees and/or Union involving the interpretation or application of the provisions of this Agreement. The Union or District may initiate the grievance procedure and will take up the grievance with the other party within ten (10) workdays after the occurrence of the event which gave rise to the grievance, or ten (10) workdays from the date such grievance became known to the Union or the District or said grievance shall be deemed waived.

19.2 STEP 1: An employee having a concern which he feels could be a grievance shall bring up the matter within ten (10) workdays of the concern giving rise to the grievance, or ten (10) workdays such matter became known to the

employee, or it shall be deemed waived. The employee shall first discuss the matter with his immediate supervisor, to provide an opportunity for clarification and/or appropriate adjustment, consistent with the terms of this Agreement. The employee shall have the option of being accompanied by his Union representative if he feels that it is necessary.

19.3 STEP 2: If it is determined a grievance does exist and it is not resolved in Step I, and if the moving party elects to proceed with it, then, within ten (10) work days, the grievance shall be reduced to writing and an attempt will be made to resolve the grievance with the Superintendent or designee, the grievant(s) and the Union, within ten (10) work days of the conclusion of Step I. If the grievance is not satisfactorily resolved within an additional ten (10) workdays, then,

19.4 STEP 3: The grievance shall be referred to a committee consisting of four (4) members, two (2) appointed by the Superintendent and two (2) appointed by the Union. Such committee shall attempt to reach a majority decision on such dispute or grievance. If such committee fails to reach a majority decision on such dispute or grievance submitted to it within ten (10) workdays, either party shall have the right to submit the dispute or grievance to arbitration.

19.5 STEP 4: If the matter is submitted to arbitration, the parties shall select an impartial arbitrator within ten (10) workdays who is able and willing to serve, either party may, within five (5) workdays, thereafter, request the Public Employees Relations Commission to submit a list of seven (7) disinterested persons who are qualified and willing to act as an impartial arbitrator. From that list, within five (5) workdays after its receipt, the parties may flip a coin to determine who shall strike the first (1<sup>st</sup>) name, then each will alternately strike one of the names submitted until only one (1) name remains. The person whose name remains shall be selected as the sole arbitrator.

19.6 The arbitrator shall commence hearings within a reasonable period of time after his/her selection and shall render his/her award in writing within a reasonable period of time. The award of the arbitrator, together with his/her written findings and conclusions, shall be final and binding upon the parties to this Agreement and upon the complaining employee or employees, if any. The Arbitrator is not vested with the power to change, alter, or modify this Agreement in any of its parts.

19.7 The arbitrator's fees and expenses, the cost of any hearing room, shall be borne equally by the District and the Union. All other costs and expenses shall be borne by the party incurring them.

19.8 The District and the Union agree to comply with the time limitations set forth above and either party shall have the right to insist that the time limitations be complied with, provided, however, said time limitations may be waived by mutual agreement, but in no event shall failure to comply with the above time limits deprive the arbitrator of authority to decide the grievance.

## ARTICLE 20 - MISCELLANEOUS PROVISIONS

20.1 Union Activity: No employee shall be discriminated against for acting on a committee of the Union or for upholding Union principles or carrying out instructions of the Union.

20.2 Union Access: Authorized agents of the Union shall have access to the District's establishment, after notifying the site supervisor, during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided, however, that there is no undue interruption of the District's working schedule.

20.3 Gender: Where masculine gender has been used in any provision of this Agreement, it is used solely for the purpose of illustration and shall not in any way be used to designate the sex of the employee eligible for any position, classification, or the benefits provided in this Agreement.

20.4 Individual Agreements: The District agrees not to enter into any agreement or contract with his employees individually or collectively, which in any way conflicts with the terms and provisions of this Agreement and Appendices.

20.5 No Strike: There shall be no lockout, strike, interruption of work, slowdown, or other interference with work by any employees or employee representative.

20.6 Bargaining Unit Work: For the purpose of preserving work and job opportunities for employees covered by the Agreement, the District agrees that no work for services presently performed or hereinafter assigned to the Collective Bargaining Unit will be subcontracted, transferred, leased, assigned or conveyed in whole or in part to any person or non-bargaining unit employees except for an infrequent, occasional or incidental basis or when there is a need for training or instruction. The use of non-bargaining unit employees shall not displace or reduce regularly scheduled work or available overtime work for bargaining unit employees. Certificated staff members are excluded.

20.7 Liability: The District agrees to provide insurance coverage on behalf of the employees as provided under RCW 28a.400.370.

20.8 Policies & Rules: The Union recognizes the right of the District to establish reasonable rules as may be necessary, provided that such rules are not in conflict with the terms and conditions of this Agreement. A copy of such rules shall be provided to the Union.

20.9 Dress Code: Employees are responsible for maintaining a neat and clean appearance while working.

20.10 Mileage: Any employee required to travel from one site to another as part of the employee's regular assignment or when traveling to and from duties assigned by the district in a private vehicle shall be reimbursed for such travel on a per-mile basis at the prevailing State mileage rate as approved by the District.

This shall also include work performed for 12.4 Alarm Call and 12.5 Call Back when out of the normal scheduled hours of work. The employee shall be paid five dollars (\$5.00) for mileage per Section 12.4

20.11 Collective Bargaining: Recognizing the parties are mutually served by effective collective bargaining, the District will allow one (1) bargaining unit employee to attend scheduled collective bargaining sessions on work time.

20.12 Defensive Training: The District agrees to provide each regular full-time, regular part-time, and temporary employee the opportunity to participate, yearly, in required training for Security Liaisons. This training will also include training in Active Threat Defense and/or Defense Tactics. This training will be in coordination with a qualified agency (i.e. Sunnyside PD, SSOCC).

20.13 Cell Phones: As an option, the District agrees to provide a cell phone stipend of fifty (\$50.00) dollars per month for use of employee's personal cell phone in-lieu of a District cell phone. District owned cell phones will be replaced every three (3) years or when determined necessary by the District. Employees that are provided District supplied equipment or a cell phone stipend are required to have access to and use equipment during the work day.

## **ARTICLE 21 - PERSONNEL FILES**

21.1 Employees shall have the right to review material in their personnel files maintained in the District's Personnel Office during regular business hours. The employee may have a representative of the Union accompany him if so desired. Upon request, the District shall provide copies of documents in the personnel file.

21.2 The personnel file shall contain all annual evaluation reports that have been completed by an authorized administrator, and such other material that would assist in evaluating the employee. All administrators who collaborated on the employee's evaluation will sign the evaluation. All employees shall be evaluated by May 31st.

21.3 Materials, including evaluations, judged by the employee to be negative and/or derogatory may be answered by the employee in writing. Such written response shall be attached to the material in question and become a part of the personnel file.

21.4 The District will notify an employee, in writing, of any derogatory or negative report that is placed in his file within ten (10) workdays of such action.

21.5 After three (3) years, an employee may request in writing that derogatory material other than yearly evaluations and/or material required under statute to be retained by the school district be expunged from the employee's file, provided that similar misconduct has not taken place within such three (3) years, in which case all reports of similar misconduct will remain in the employee's file for three (3) years from the date of the latest incident giving rise to the derogatory material being placed in the employee's file. Decisions on requests to expunge an employee's file at an earlier date shall be made by the Superintendent or his designee.

21.6 When an employee reviews his personnel file, he will sign and date the review only to indicate the incident.

21.7 Other records retained in the Personnel file and subject to review by the employee upon request include: (1) Employee's application form; (2) Certification records; (3) Payroll information; (4) Routine correspondence; and (5) Evaluation.

#### **ARTICLE 22 - SAVINGS CLAUSE (Conformity to Law)**

22.1 If any Article or Section of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, the balance of this Agreement shall continue in full force and effect. The Article or Section held invalid shall be modified as required by law or the tribunal of competent jurisdiction or shall be renegotiated for the purpose of an adequate replacement.

**ARTICLE 23 - TERM OF AGREEMENT**

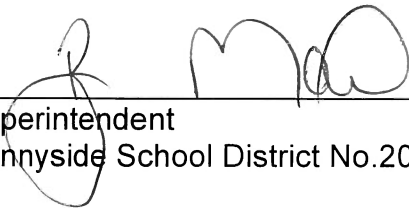
23.1 This Agreement shall be in full force and effective from September 1, 2024, and shall remain in full force and effect through August 31, 2027. Either party may, upon sixty (60) calendar days' notice prior to the date of expiration, give notice to terminate or amend to the other party. In the event only notice to amend is given, the Agreement shall remain in effect for a period of up to one (1) year while the parties negotiate amendments. Such amendments shall be effective September 1, 2027.


23.2 It is agreed by both parties that for the term of this collective bargaining agreement, the bargaining unit will receive any state funded salary increases/decreases and health care benefit increases/decreases received by the District from state funds for that purpose.

Agreed to this 13 day of September 2024,

**FOR THE DISTRICT:**

**FOR THE UNION:**

  
\_\_\_\_\_  
Superintendent  
Sunnyside School District No.201

  
\_\_\_\_\_  
Richard A. Salinas  
Secretary Treasurer  
9.13.24

**ORIGINAL**

**APPENDIX "A"  
SECURITY SERVICES**

**ARTICLE 1A-CLASSIFICATIONS-WAGE RATES-OTHER PROVISIONS**

1.A.1 The following salary schedule for Security Services employees shall be effective September 1,2024 and September 1<sup>st</sup> of each of the contract years.

- 24-25- 1% plus IPD (3.7%)=4.7%
- 25-26- 3.25% or IPD, whichever is greater
- 26-27- 3.0% or IPD, whichever is greater
- VEBA- \$240.00 per year, paid monthly (\$20.00 per month) based on SEBB eligibility

2024-2027	Duty Days	Step 1	Step 2	Step 3	Year 7 Step 3 +Additional \$ .35 Longevity	Year 15 Step 3 + \$.70 Longevity	Year 20 Step 3 + \$1.00 Longevity
<b>Placement 2024-2025 1% + 3.7% IPD</b>							
Security Liaison	190	\$26.61	\$28.13	\$29.70	\$30.05	\$30.40	\$30.70
<b>2025-2026 3.25% or IPD whichever is greater (Estimated calculation)</b>							
Security Liaison	190	\$27.47	\$29.04	\$30.67	\$31.02	\$31.37	\$31.67
<b>2026-2027 3% or IPD whichever is greater (Estimated calculation)</b>							
Security Liaison	190	\$28.29	\$29.91	\$31.59	\$31.94	\$32.29	\$32.59

\*To be eligible to advance to Step 2, employees must have a seniority date prior to January 1.

1.A.2 Commencing September 1, 2024, through August 31, 2027, salaries for the employees covered by this agreement shall be set as contained in Appendix A, unless modified as specified in this Agreement.

1.A.3 Commencing September 1, 2024, the following longevity increases shall be applied to employees' hourly rate applied on the first paycheck of their corresponding continuous year of service.

The following increases are non-cumulative and added to Step

- 7 Years – additional \$0.35 per hour
- 15 Years – additional \$0.70 per hour
- 20 Years – additional \$1.00 per hour

1.A.4 Additional \$0.50 per hour for an AA Degree or Higher. Documentation must be submitted by September 10<sup>th</sup> of each year.

**MEMORANDUM OF UNDERSTANDING "A"**  
**TEAMSTERS – SECURITY LIAISONS**  
**SUNNYSIDE SCHOOL DISTRICT**

**Purpose:** This Agreement establishes prohibitions regarding alcohol and controlled substances and the right of the District to screen or test employees to determine the presence of alcohol and/or controlled substances.

**Prohibition Regarding Alcohol and/or Controlled Substances.**

(a) The unauthorized use, sale, transfer or possession of alcohol, drugs, controlled substances and/or "mood altering" substances, (except the possession or use of prescribed medication, verifiable by a current, properly issued prescription) during work hours (including meal and rest periods), on District property, in District vehicles, or in personal vehicles while conducting District business is prohibited. Violation of this section of the Agreement is just and sufficient cause for immediate discharge.

(b) Reporting for work or becoming intoxicated during working hours through the use of alcohol, drugs (including prescribed medication), controlled substances and/or "mood altering" substances is prohibited. Violation of this section of the Agreement will result in disciplinary action, which may include discharge.

(c) An employee utilizing prescribed and/or "over-the-counter" medication(s) that could adversely affect job safety or performance must immediately report that fact to his/her supervisor.

Knowledge of cautions and warnings printed on the medication container label are the sole responsibility of the employee. Consultation with the employee's attending physician, concerning the affects a substance may have on that employee, may be appropriate.

In the event the employee does notify the District immediately upon reporting to work of the fact that such medication is being or will be taken, but does not immediately submit a physician's release, the District may determine that the effects of any over-the-counter or prescribed medication may, under the circumstances, impair the employee's ability to safely, properly, and effectively perform his/her duties and may decline to permit the employee to work until the effects of the medication subside to an acceptable level.

In cases where the employee is instructed by the District to remain off work due to the possible side-effects of over the counter or prescription medication, (s)he may utilize earned, but unused, sick leave benefits in accordance with the District's sick leave policy.

Violation of this section of the Agreement will result in disciplinary action, which may include discharge.

**Current Employee Substance Abuse Testing.** The applicable substance abuse testing procedures outlined below will be initiated if one of the following events occur:

(a) Management personnel concludes through objective observation, investigation and evaluation, that an employee is under the influence or impaired by the use of alcohol, drugs and/or controlled substances;

(b) Where an employee is involved in any accident due to the action, inaction or inattention of the employee;

(c) Where the District receives reliable information based upon personal knowledge of an individual, such as other employees of the District, the medical community, law enforcement personnel, parents or students of the District, of involvement by the employee with alcohol and/or controlled substances.

All relevant facts pertaining to an investigation conducted pursuant to the above provisions will be documented in writing and preserved for future reference by the District and the Union.

**Substance Abuse Testing Procedures.**

(a) The District will transport the suspected employee to a pre-determined testing facility.

(b) The employee will be requested to submit to the testing procedures. The employee has the right to refuse to submit to the tests; however, refusal to submit to the tests will be grounds for discharge.

(c) The employee will provide a urine sample, a blood sample or breath sample. The urine sample will be provided for analysis to determine the amount, if any, contained in the employee's urine of all substances listed in paragraph "(f)" below. The blood or breath sample will be provided for analysis to determine the amount, if any, of ethyl alcohol contained in the employee's blood or breath. NIDA Certified Laboratories will analyze the blood and urine samples. Certified law enforcement personnel or medical facility will analyze the breath sample.

(d) Collection of the specimens will be under the direction of qualified medical or law enforcement personnel. Collection of the specimens will take place as soon as possible following the observation, accident, or incident. The employee will cooperate fully in the collection of the specimens. Employee tampering with the specimens or refusal to submit to the test within a reasonable period of time will result in discharge. If the employee is physically unable to provide a urine sample, the blood sample will be analyzed by the laboratory to determine if any of those substances listed in paragraph "(f)" below are present in the employee's blood. However, within twenty-four (24) hours following the drawing of the blood sample,

the employee will submit to a urine test. If the employee fails to provide the urine sample within a 24-hour time frame, that action will result in disciplinary measures, which may include discharge.

(e) After collection of the specimens, the employee will be transported to his/her residence or other safe location. The employee will be suspended from work with pay until the test results become available and are evaluated.

(f) All specimens will be forwarded to NIDA Certified Laboratories for analysis. Strict adherence to the chain of custody requirements will be followed during the transportation of the specimen to the laboratory. The laboratory will analyze the specimen for the substances listed herein. The laboratory will perform initial screening, and if positive results occur, confirmatory tests on the specimen. The confirmatory test shall be the GC/MS test.

Levels. The parties agree to adhere to the Department of Transportation's (DOT) cutoff levels when screening specimens to determine whether the samples are negative for these drugs or classes of drugs:

#### Substances

- Amphetamine
- Barbiturates
- Benzodiazepines
- Cannabinoids
- Cocaine metabolites
- Methadone
- Methaqualone
- Opiates
- Phencyclidine (PCP)
- Propoxyphene
- Ethyl Alcohol

The laboratory will communicate the test results to the Director of Personnel. The Director of Personnel will evaluate those results and confer with the Superintendent to determine the District's course of action.

(g) Test results will be stored at the Human Resources Department in a secure file outside the regular personnel files. Access to the file will be extremely restricted--only the Superintendent, Assistant Superintendent and Personnel Director will have access. The District and the Union will treat all records in the most confidential fashion. Disclosures, without employee consent, may occur when:

(1) The information is compelled by law or judicial or administrative process.

- (2) The information has been placed at issue in a formal dispute between the District and the prospective employee.
  - (3) The information is needed by medical personnel for the diagnosis or treatment of a patient who is unable to authorize disclosure.
- (h) The cost associated with the initial substance abuse testing will be paid by the District. All other subsequent testing including split testing and any other independent analysis requested by the employee will be paid by the employee.
- (i) Should analysis of the specimens indicate a negative level of a substance in an employee's system, the employee will be reinstated to his/her former position.
- (j) Should analysis of the specimens indicate a positive level of a substance in an employee's system, the District will have the following options:
- (1) Discharge the employee; or
  - (2) Provide the employee an opportunity to enter into a Last Chance Agreement. Included in the Last Chance Agreement, the employee will be evaluated by a qualified drug/alcohol counselor to determine the extent of his/her chemical dependency. If, in the opinion of the counselor, the employee requires rehabilitation services, the employee will be placed on a non-paid leave-of-absence for a period not to exceed ninety (90) days and enroll and complete a certified alcohol and/or drug rehabilitation program. An employee may use accumulated sick leave or vacation during this ninety (90) day period. If the employee successfully enrolls and completes the program within ninety (90) days, the employee will be reinstated to the employee's former position. The District reserves the right of concurrence on the selection of the rehabilitation counselor, facility, and program content. Cost of the rehabilitation program will be paid by the employee or medical insurance provider (within contractual limitation). The employee will submit semi-weekly written progress reports from his/her counselor during the entire treatment program. The employee will be reinstated to his/her former position when the following conditions have been met:
    - a. The employee has successfully completed the treatment program; and
    - b. The attending counselor has formally released the employee to return to work; and
    - c. The employee agrees to submit to a substance abuse test.

During the next twelve (12) months following reinstatement, the employee consents to be tested for the presence of alcohol, drugs, and/or controlled

substances at any time, with or without cause. Any subsequent violation of this Agreement will be grounds for immediate discharge.

**Self-Recognized Substance Abuse:** Employees with a substance abuse problem must immediately notify their supervisor of their condition. For evaluation purposes, a substance abuse test may be appropriate. If, in the opinion of a qualified drug/alcohol counselor, the employee requires rehabilitation services, the employee will have an option to enroll in a rehabilitation program and be subjected to the guidelines as outlined in Section 21.1.3 above. Any employee who complies with the above requirements prior to a violation of this policy shall be immediately granted leave without pay in accordance with Section 21.1.3 (j) (2) above.

**Pre-Employment Substance Abuse Testing:** Job announcements will advise job applicants that a pre-employment substance abuse screening policy exists. The parties agree that pre-employment substance abuse testing is a District prerogative and may be performed in any manner as determined by the District.

**District Conducted Searches:** The District reserves the right to conduct searches of District property, vehicles or equipment at any time or place. Failure to cooperate with these procedures, without just cause, will be grounds for discharge.

No employee may smoke any kind of lighted pipe, cigar, cigarette, or any other lighted, smoking equipment or material or use tobacco products in or on District property.

Employees who violate this contract provision are subject to the following progressive discipline:

1. First Violation: The employees will be requested to cease and desist smoking or use of tobacco products immediately and be given a verbal warning that they are in violation of this Agreement.
2. Second Violation: The employees will be requested to cease and desist smoking or use of tobacco products immediately and be suspended for one (1) week without pay.
3. Third Violation: A third violation will result in immediate termination.

Agreed to this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_,

FOR THE DISTRICT:

FOR THE UNION:

\_\_\_\_\_  
Superintendent  
Sunnyside School District No.201

\_\_\_\_\_  
Richard A. Salinas  
Secretary Treasurer