

**Initial Proposal of
Teamsters Local 986 (Teamsters)
To Pasadena Unified School District (District)
For the 2025-2026 Reopener Contract Negotiations
November 3, 2025**

The parties shall enter into reopener negotiations for the 2025-2026 term. Teamsters desire to alter or amend the collective bargaining agreement as follows:

ARTICLE VIII DISCIPLINARY ACTION

Teamsters have an interest in updating this article by implementing progressive discipline.

ARTICLE XI LEAVES

Teamsters have an interest in updating this article by increasing the number of days that are allowed under Personal Necessity.

ARTICLE XII HOLIDAYS

Teamsters have an interest in increasing holidays.

ARTICLE XVII PAY AND ALLOWENCE

Teamsters have an interest in negotiating fair and equitable compensation. Teamsters also have an interest in updating the job classifications and reviewing potential stipends.

ARTICLE XVIII EMPLOYEE EXPENSES AND MATERIALS

Teamsters have an interest in providing input in the uniforms and shoes for the members.

ARTICLE XXII PROFESSIONAL GROWTH

Teamsters have an interest in updating this article for additional benefits for the membership.

Teamsters reserve the right to add, modify and/or remove any outdated language and bring the contract up to date with current language including any outstanding negotiated MOUs.

All other provisions of the collective bargaining agreement shall remain in full force and effect until a new term has been negotiated and ratified by both parties. Teamsters retain the right to add, modify, amend, and/or delete from the proposals during the collective bargaining process.