

Meeting Date: May 4th, 2022

Subject / Title: Accept Public Comment and Approve Receipt of Initial Bargaining Proposals from the Teamsters Local Union No. 856 and West Contra Costa Unified School District

Agenda Item: Public Hearing / Action

Contact Persons: [Conrad Tanasychuk](#), [Robert McEntire](#)

Comments

- The current 1 year collective bargaining agreements for Teamsters Local Union No. 856 expires on June 30, 2022.
- Pursuant to Educational Employment Relations Act, the initial proposals to be negotiated by school districts and labor unions must be submitted at a public meeting of the governing board. The initial proposals of the West Contra Costa Unified School District to Teamsters Local Union No. 856 along with the initial proposals from the Teamsters Local Union No. 856 to West Contra Costa Unified School District, at which time the public is allowed to comment on the proposals.
- This is part of the “sunshining” process that must be completed prior to entering into contract negotiations. Once an agreement is reached with each unit, the agreement will be reviewed by the Contra Costa County Office of Education under the requirements of AB1200 and then brought to the board for ratification.
- These proposals are for a successor agreement between TEAMSTERS LOCAL UNION NO. 856 and WCCUSD’s current 1 year collective bargaining agreement that was in effect from July 1, 2021 – June 30, 2022.
- Due to the COVID-19 pandemic there has been much discussion about Memos of Understanding (MOUs) which are entered into to address specific one-time, short-term issues such as changes in normal working conditions which are subject to collective bargaining. These proposals are not related to any current or future MOU.
- It is important to the public to understand that the District and Teamsters Local Union No. 856 are currently addressing conditions impacting programs, but these contract negotiations presented tonight are not connected in any way to those discussions and public comment should be limited to the terms that are being “sunshined” and not directed toward any current MOUs.

Recommendation

That both WCCUSD and Teamsters Local Union No. 856 will post the initial proposals for the Board of Education to receive any public comment on the initial proposals and approve receipt of the submitted proposals.

Financial Impact

Fiscal impact is to be determined based upon the results of negotiations. Any fiscal impact will need to be disclosed through the AB1200 procedure prior to ratification by the board of education.



TEAMSTERS LOCAL UNION No. 856

453 San Mateo Avenue • San Bruno • California 94066
Telephone: (650) 635-0111 • Fax Number (650) 635-1632 • 1(800) 758-TEAM (8326)

March 21, 2022

Conrad Tanasychuk
Director of Labor Relations
West Contra Costa Unified School District
conrad.tanasychuk@wccusd.net

Via e-mail

Mr. Tanasychuk,

Teamsters Local 856 hereby notifies West Contra Costa Unified School District of our intent to bargain a successor agreement for our current contract which expires June 30, 2022.

The Union will address the following Articles:

Article 14- Safety
Article 15- Benefits
Article 16- Compensation
Article 17- Overtime
Article 23- Reassignment
Exhibit A- Salary Schedules

The Union reserves the right to open other Articles as needed during negotiations and will pass specific proposals at the bargaining table.

We look forward to a productive conversation with you and await bargaining dates.

Respectfully,

Veronica Diaz, Union Representative
Teamsters Local 856
vdiaz@ibt856.org
(831) 840-3966



WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

HUMAN RESOURCES

1108 Bissell Avenue
Richmond, California 94801-3135
(510) 231-1185 Fax: (510) 236-0171

PUBLIC HEARING ON INITIAL PROPOSALS TO TEAMSTERS LOCAL UNION NO. 856 BARGAINING UNIT

On **May 4, 2022**, the West Contra Costa Unified School District School Board will be available at **6:30 p.m.** for a public hearing on the West Contra Costa Unified School District's (District) initial proposals to the Teamsters Union Local No. 856 bargaining unit. The purpose of the hearing is to allow an opportunity for public input. The hearing will be conducted at the West Contra Costa Unified School District Board Meeting located Lovonya DeJean Middle School Multipurpose Room, 3400 Macdonald Avenue, in Richmond.

WCCUSD Initial Proposals presented to Teamsters Union Local No. 856

The District is proposing to engage in good faith bargaining with regard to the specific articles "sunshined" by the District and Teamsters Union Local No. 856.

ARTICLE 1 - AGREEMENT
ARTICLE 3 - ROSTER OF POSITIONS
ARTICLE 4 - NEGOTIATION PROCEDURES
ARTICLE 8 - GRIEVANCE PROCEDURE
ARTICLE 10 - WORKING HOURS, REST PERIODS, LUNCH TIME, ABSENCE FROM DUTY, CALL-IN TIME
ARTICLE 11 – LEAVES OF ABSENCE
ARTICLE 12 – TRANSFER
ARTICLE 14 - SAFETY
ARTICLE 15 - HEALTH AND WELFARE BENEFITS
ARTICLE 17 - COMPENSATION AND OVERTIME
ARTICLE 22 - RESTRICTION OF CONTRACTING OUT
ARTICLE 30 - SIDE LETTERS OF AGREEMENT
ARTICLE 33 – 2021-2022 COMMITTEES
ARTICLE 34 - APPRENTICESHIP PROGRAM
BARGAINING TEAMS
ARTICLE 35 - SIGNATURES TO AGREEMENT
EXHIBIT A - SALARY SCHEDULES

Note: The District reserves the right to open other Articles as needed during the negotiations and will exchange proposals at the bargaining table. The District reserves the right to add, amend or delete proposals during contract negotiations.