



Unified Trades Summary

This document is a digest of the unit-specific settlements for Unified Trades. Anything underlined in this document is the new contract language. Anything that has a strike-through is no longer in the contract. Other language is summarization of new changes. Any section that is not addressed in these documents remains the same. The purpose of this document is to provide a summary of the Unified Trades tentative agreement for the 2016 General Membership Meeting and is pending ratification.

In addition to gains made as outlined in the overall summary document, the following additions were made to the Unified Trades Collective Bargaining Agreement:

Article V, Section 1 - Stipends

- The salary schedule shall be increases by \$0.26442 to include the conversion of the clock hour stipends and the employee stipend into the base wage.
 - The clock hour stipends totaled of \$350 a year
 - The employee stipend was \$200 for 2015-2016
- An additional \$0.09615 shall be added at the 19th year and greater.
 - The increase is to recognize the longevity stipend that was \$200 a year.

Article III, Section 2 - Under Hours and Days of Work

- Should employees be required to work in hazardous conditions during their regular work shift, such employees shall receive time and a half (1 ½) their regular rate of pay.
- Hazardous conditions pay will be authorized by the Associate Superintendent of Support Services, in consultation with local fire, police and emergency management personnel, in unusual circumstances when an employee is asked to undertake hazardous duty which is not typically performed or considered in the classification of the position.
- Examples of hazardous conditions include, but not limited to:
 - Entering and inspecting facilities immediately after an earthquake to determine if the nature and extend of potential issues and whether the facility is safe to enter for other employees.
 - Performing duties during severe local storms characterized by strong wind, often accompanied by dust, rain, snow, sleet, hail, and/or lightening – where other full year employees are advised to stay home because it is unsafe to come to work.
- Examples that are not considered hazardous duty, include but are not limited to:
 - Snow or ice removal or other activities associated with usual snow storms – even when schools may be closed for the safety of students.
 - Addressing natural gas leaks, flooded facilities, electrical outages etc. that are typically addressed by the trades – when not part of a larger more comprehensive hazardous condition.
 - Performing duties that are typically assigned and usually performed within the work unit – such as carpenters working with power equipment that, in the hands of untrained individuals could be considered a hazard. In this case, the knowledge, skills and abilities of a carpenter mitigate the potential hazard.

- During these unusual circumstances, the decisions regarding hazard conditions pay will typically be made after the work has been performed, as the primary interest of the District and the employees will be to address the hazardous conditions to protect life and property. The District will make every effort to notify affected employees within 10 days of its decision regarding the approval of hazardous conditions pay.
- Decisions by the Association Superintendent regarding hazardous conditions pay are subject to the grievance process but limited to Step 3.

Article III, Section 3 - Overtime and Compensatory Time

- Callbacks will be paid at double time.
- Overtime hours worked in hazardous conditions, as defined above, will be paid at double time.
- Should an employee choose compensatory time, it shall be earned at double time in hazardous conditions.