



# Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Teamsters Classified Supervisors (TCS), Collective Bargaining Agreement Negotiations for 2020-2023

Board Meeting  
May 21, 2020  
Agenda Item No. 9.3

Presented by: Cancy McArn, Chief Human Resources Officer  
Shawn Hadnot, Director, Employee Relations

Pursuant to Government Code section 3547, the District's initial bargaining proposals that relate to matters within the scope of negotiations must be presented at a public meeting.

It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the District's proposal and provide any comments, and the proposal has been adopted by the Governing Board.

The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

- The purpose of this item is to provide public notice of the District's initial proposals to TCS related to

# Listed below are the articles the District is sunshining, Article 1 through Article 24:

- ARTICLE 1: ASSOCIATION CERTIFICATION AND RECOGNITION
- ARTICLE 2: DEFINITION OF TERMS
- ARTICLE 3: ASSOCIATION RIGHTS
- ARTICLE 4: DISTRICT RIGHTS
- ARTICLE 5 ASSOCIATION SECURITY
- ARTICLE 6: COMPENSATION
- ARTICLE 7: FRINGE BENEFITS
- ARTICLE 8: HOURS
- ARTICLE 9: ASSIGNMENTS
- ARTICLE 10: HOLIDAYS
- ARTICLE 11: VACATIONS
- ARTICLE 12: LEAVES
- ARTICLE 13: TRANSFERS/PROMOTIONS
- ARTICLE 14: PERFORMANCE EVALUATIONS
- ARTICLE 15: PERSONNEL FILES
- ARTICLE 16: SAFETY
- ARTICLE 17: PROFESSIONAL GROWTH PROGRAM
- ARTICLE 18: GRIEVANCE PROCEDURE
- ARTICLE 19: DISCIPLINARY PROCEDURE
- ARTICLE 20: LAYOFF
- ARTICLE 21: EFFECT OF AGREEMENT
- ARTICLE 22: NO STRIKE/NO LOCKOUT
- ARTICLE 23: CONTRACTING OUT
- ARTICLE 24: DURATION

# Questions