

**SPALC BARGAINING MINUTES  
DECEMBER 5, 2022  
FY23 (2022-2023 school year)**

**AGENDA**

- Check-In
- Approval of Minutes
- Article 2 (Rights, Privileges and Responsibilities)
- Article 5 (General Employment Practices)
- Check-Out

**CHECK-IN**

Time Constraints: 5:00, 6:00

**Missing:**

- Will Rothenberg
- Ami Desamours
- Luis Rodriguez
- Chris Cox
- Jimmy Young
- Toni Abrams

Elephants: None

**Expectations:**

- Make some progress\*\*\*\*\*
- Make some agreements

**MINUTES**

- 9/19/22 minutes approved as is

**STORY – Article 2 (Rights, Privileges and Responsibilities)**

- The SPALC president is on full-time release and the full salary and benefits are reimbursed by SPALC to the District. Prior presidents came from a position that was an 8-hour work day.

- 2.03(7)(b) we would like to codify the 8-hour work day, 255-day work year for the SPALC president.
- 255 per year, 8-hours per day employees accrue vacation and sick at different rates.

### OPTION 1

SPALC president is paid for 255 year, 8-hour day.

### OPTION 2

Seniority is maintained if the employee serving as president is a Transportation Bus Operator, Attendant or Monitor.

### OPTION 3

SPALC will reimburse sick and vacation pay if applicable at the end of the president's term in office.

### Straw Design

Options 1, 2 and 3

### STORY – Article 5 (General Employment Practices)

- RTMs – Drivers are using Route sheets, RTMs have a separate form. Drivers log first stop, last stop for every school they have on the route. They do this in reverse order in the afternoon. They add up their mileage for that day and also log times and if it does not line up with the GPS, the supervisor will adjust as needed with the employee and make the correction. Instead of payroll doing multiple missed punches, etc. It will save payroll time. Drivers are frustrated and confused and are not getting paid correctly. They choose not to use the system in place and consequently do not get paid correctly for their time. Sometimes they have to clock in and out 4 times with regards to training.
- There used to be an RTM form that drivers filled out. The software program has been upgraded. A computer-generated report now lists all information for the route. If there are changes, the employee needs to make the change. This gets turned into the supervisor and the supervisor verifies on GPS. If it needs to be changed, it is sent to the routers with the signature of the supervisor and it should get changed.
- By noting the changes on paper, it will prevent our drivers from having to use a computer system to spend 30-45 minutes a day which is time they are not

getting paid. It will help payroll. This system is not working. Routers are not always available for the drivers to speak with. The drivers can email or speak to supervisors to let them know there is an issue with the Route Sheet. It may get put aside and not looked at.

- Instead of having all the paper, the process is electronic. The process is still the same, but the mechanism has been upgraded from paper to computer.
- Is there a better way to document?
- The Route sheets will be reviewed in Transportation Labor Management on 12/6.
- When a driver takes another position, their pay changes, but they are often times required to still hold a CDL and they are also covering vacancies. They start to lose their seniority if they move to a dispatcher or router. There is an interest in making sure they retain their seniority.

## **OPTION**

Hold harmless if an employee moves to a position and decides to move back to their original position, seniority should be maintained.

## **CAUCUS**

*District Report Out:* In 5.02(3)(c) seniority is currently in the contract language.

## **STORY – Article 5 (General Employment Practices)**

- 5.02(3)(c) remove lines 44 and 45 the last sentence.
- Retirement/Resignation language proposed can be reviewed in SPALC Labor Management.
- 5.08(1) Limited Duty – Transportation employees are mostly affected by this. Sometimes the location assigned is not near employee's home or normal working location. The burden is placed on the employee if needed to travel.
- There technically are no light duty positions. The Department of Transportation (DOT) has some stringent physical requirements and Some Workers' Compensation injuries may not be eligible. Limited duty is individualized based on job function and injury. The work assignment is made by the location.
- Transportation's concern is Limited Duty employees are sometimes relocated to other zones.
- SPALC has had some instances of location (zone) relocations.
- Transportation places Light Duty in the best interest for the employee and the site to keep the employee at 100% of pay.

- Request more specific language for transportation employees. Proposed language will be developed at Transportation Labor Management meeting and brought back for discussion.

### **Calendar**

Next session is scheduled for December 19 at 4:00 p.m.

### **Check Out**