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**Unit C - Memorandum of Understanding
Between
Los Angeles Unified School District and SEIU, Local 99**

This Memorandum of Understanding (MOU) will confirm the Agreement between the Los Angeles Unified School District (LAUSD) and SEIU, Local 99 (SEIU) regarding the bidding of assignments for Class A Commercial Truck Drivers (Class A Drivers), Class B Commercial Truck Drivers (Class B Drivers) and Truck Driver Helpers as well as hours, ~~over time~~ and attendance.

The purpose of this MOU is to pilot a new bidding procedure for the selection of assignments in order to meet operational needs of the Materiel Management Branch. The bidding of assignments shall be as follows:

- I. Class A Drivers shall bid on a truck, work assignment, work location and start time. Bidding priority shall be in accordance with Article XII-A.
 - a. Annual bid sheet shall list assignments based on operational needs of the District. The bid sheet shall list a truck number with primary work assignment, start time, work location and pay differential when applicable. The District shall determine which truck and assignment/route are paired. Class A bid assignments will be handed out when appropriate by bid seniority. Pool bids shall be listed with start time, work location and pay differential when applicable. The District shall determine how many assignments will be posted on the annual bid.
 - b. When Class A Drivers' bid assignment is not available, work assignments shall be distributed based on operational needs for the day, in inverse seniority order to the next qualified/trained driver within the assigned start time and work location when operationally possible. Class A drivers will have the opportunity to pick assignments by bid seniority after all priority cover routes/bid assignments are distributed. The District's core priority work assignments are identified in order as, but are not limited to:
 - 1) Newman Nutrition Support
 - 2) Frozen Food
 - 3) Groceries
 - 4) ~~Mail/Distribution~~

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- 5) Pool Assignments (e.g. Salvage, ~~Roll-Off,~~
Mail/Distribution, Flatbed, Moves/Relocation. and
Miscellaneous Assignments)
- 6) Supplies
- 7) Roll-off, Shuttle, specialty
assignments/miscellaneous assignments.

c. Unforeseen circumstances/operational conditions may cause drivers' assignment and/or truck to change during the workday regardless of ~~seniority or bid~~ to meet the operational workday need of the District, and in inverse seniority. Assignment priority order is not guaranteed. Assignments may be a combination of different primary work assignments.

II. Class B Truck Drivers shall bid on a mail distribution route, and ~~that is assigned to a truck, however~~ mail distribution driver routes are subject to change daily as necessitated by freight volume being transported and to meet operational needs of the District.

- a. Class B Driver bid seniority shall be used when assigning Class B Drivers to mail routes when reduced routes are scheduled.
- b. ~~The District shall assign~~ Class B Drivers bid seniority shall be used when ~~based on operational needs of the District when no mail~~ distribution route is available.

III. Truck Driver Helpers shall bid on work shifts, for the year in accordance with their placement on the bidding priority list in Truck Operations.

~~Employees can be required to work the overtime necessary to fully complete their assignment/route. The District shall use reasonable efforts to distribute overtime work equitably among the qualified employees per physical work location or cost center.~~

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Article XII-A Truck Operations Bidding Procedures from 2.1(b), 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 3, 4, 5, and 6 shall still be applicable during bidding procedures.

If the annual bid has occurred prior to the signing of this MOU, a rebid will not take effect for the year.

This non-precedent setting Agreement shall be in effect from (date) through June 30, 2027. ~~and may be extended by mutual agreement.~~