

AALA TEAMSTERS Unit J PROPOSAL: 3-5-25
DISTRICT COUNTER: 3-19-25
DISTRICT COUNTER: 4-10-25
AMENDED DISTRICT COUNTER: 5-1-25 – AALA ART XXI JOB STEWARD 2.0
UNION COUNTER: 5-15-25
DISTRICT COUNTER: 9-3-25
UNION COUNTER: 10-9-25
DISTRICT COUNTER: 11-13-25
UNION COUNTER: 11-13-25
DISTRICT COUNTER: 11-19-25
UNION COUNTER: 11-19-25
DISTRICT COUNTER: 1-15-26
UNION COUNTER: 1-15-26
DISTRICT COUNTER 2: 1-15-26
DISTRICT COUNTER: 2-26-26

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[UNIT J] ARTICLE IV

AALA TEAMSTERS RIGHTS

1.0 Exclusivity: AALA Teamsters and its authorized representatives shall be the exclusive representative of the employees in the above-described classified management unit in contract negotiations and enforcement matters.

2.0 Access to Facilities and Employees: Any authorized AALA Teamsters representative shall have the right of reasonable access to District facilities. Representatives not assigned at the site shall upon arrival check in at the work site. AALA Teamsters representatives, whether they are visiting the site or regularly assigned to the site, may contact employees on union business, but only during duty-free lunch periods, before and after employees' hours of service or when the employee is not engaged in duties. In the case of an AALA Teamsters representative assigned to the site, no such contacts shall interrupt the duties or assignments of either the employee being contacted or of the representative. AALA Teamsters representatives' use of District email shall be subject to the limitations of the District's policies and rules. AALA Teamsters may request the use of the District meeting rooms to meet with their members for representational purposes and will abide by the access rules and regulations for each respective District site/facility which do not interfere with legal rights. AALA Teamsters will exercise reasonable care and due consideration for the maintenance of the meeting space.

3.0 Bulletin Boards: AALA Teamsters shall have the right to post notices of AALA Teamsters official matters on a bulletin board or section of a bulletin board established for AALA Teamsters exclusive use at each work site where AALA Teamsters-represented employees are assigned.

4.0 Released Time for Negotiations: Up to six negotiating team employee representatives designated by AALA Teamsters shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District. AALA Teamsters and the District may agree that additional employees shall receive such released time. **CCL**

4.1 Collective Bargaining Agreement (CBA) Negotiations Preparation Release Time: Beginning with negotiations for the 2028-31 Successor CBA, the District shall provide the bargaining team of up to six (6) members four (4) work days of paid release time to prepare for

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negotiations during each three (3) year successor CBA cycle. The costs associated with requests for additional preparation release time (beyond four (4) work days) shall be borne by AALA Teamsters.

5.0 Organizational Leave: The President of AALA Teamsters shall, upon request of both AALA Teamsters and the employee, be placed on leave of absence for a period of one semester or more. Any pay for such leave shall be the responsibility of AALA Teamsters.

5.1 AALA Teamsters Union Business Release: Where attendance at union events by AALA Teamsters 2010 elected officers is required, organizational leave time to attend such events may be taken, subject to providing no less than seventy-two hours (72 hours) advance notice of the name(s) of the officer(s) and the duration of their organizational leave. For extended organizational leave of more than two days, two-weeks advance notice of the name(s) of the officer(s) and the duration of their organizational leave shall be provided. The Union will reimburse the District for the cost of the officer's salary and benefits while on organizational leave, and no expenses of attending the union event shall be borne by the District.

6.0 Committee Appointments: When the District seeks to include representation from the various bargaining units on District-wide committees, AALA Teamsters shall have the right to participate. The District shall notify AALA Teamsters and specify the background and experience expected of the AALA Teamsters represented employees participating on the committee. AALA Teamsters may replace those it has appointed.

7.0 AALA Meetings: AALA Teamsters may convene meetings as provided herein. Such meetings are to be separate from District-scheduled meetings, voluntary, and on non-duty time. AALA Teamsters -convened meetings are to be completed before the usual hours of service of the participants, during the participants' duty-free lunch period, or after the usual hours of service of the participants. Also, if employees are present for a District-convened meeting, and if during such meeting there is a normal designated break time, AALA Teamsters may convene a voluntary meeting during a reasonable portion of the break. AALA Teamsters -convened meetings are not to cause non-duty periods during the business day to be extended beyond normal time. CCL

8.0 "Newly hired employee" or "new hire" means any employee who is hired by the District, or have been previously employed by the District and whose current position has placed them in the bargaining unit represented by AALA Teamsters Unit J.

8.1 The District shall provide AALA Teamsters Unit J with an electronic file of contact information for bargaining Unit J represented employees on a monthly basis. The file will include the following information:

- Name
- Employee Number

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- Position Title/Code
- Department/Division
- Cost Center Code/Text
- Cost Center Address
- Work Telephone Number
- Personal Home and/or Cellular Telephone Number (as available)
- Work Email Address
- Personal Email Address (as available)
- Home Address
- Hire Date (date employee hired by the District in any capacity)
- Salary rate
- Salary step
- Leave of Absence Date
- Separation Date

The District shall provide to AALA Teamsters (Unit J), a quarterly report with the satellite work locations for the classifications within the cost centers of Budget Services Division, Information Technology Services (ITS), Procurement Division, Truck Operations and Transportation Services Division, if applicable.

8.2 Access to New Bargaining Unit Members: The District shall provide AALA Teamsters access to new employees as outlined below:

i. When/if the District conducts a formal new employee orientation and/or Division onboarding with classifications represented by Unit J, the Union shall receive not less than ten (10) working days' notice in advance of the orientation and shall be provided with access to any classifications of employees represented by AALA Teamsters Unit J attending the New Employee Orientation. The District will determine the date(s), location (s), number of hours and content of the orientations. The last thirty (30) minutes of the orientation will be set aside exclusively for an AALA Teamsters Representative to address those attendees eligible to become an AALA Teamsters member.

ii. Alternatively, the AALA Teamsters may elect to be provided thirty (30) minutes of access during a new employee's paid workday to conduct an orientation session at a time mutually agreeable to the Union and the site, operational unit, or work group supervisor/Director. The Union must exercise this right in the first thirty (30) working days of a new employee's assignment, unless otherwise mutually agreed to in writing by the Union and the site, operational unit, or work group supervisor/Director.