

1126
AM

AAALA/Teamsters Unit M Initial Proposal 3/5/2025	District Counter 10/8/2025
District Counter 5/2/2025	AAALA/Teamsters Counter 10/24/2025
AAALA/Teamsters Counter 9/5/2025	District Counter 11/14/2025
District Counter 9/26/2025 AM	AAALA/Teamsters Counter 11/21/2025
AAALA/Teamsters Counter 9/26/2025 PM	District Counter 12/18/2025

**AAALA/Teamsters - Unit M
ARTICLE VI**

AAALA TEAMSTERS 2010 RIGHTS

1.0 – 3.0 – Parties Proposed No Changes

4.0 Released Time for Negotiations: Up to eight negotiating team employee representatives designated by AAALA/Teamsters shall be released from duty with no loss of pay or benefits for the purpose of attending negotiation meetings with the District.

CCL

5.0 Organizational Leave: The President of AAALA/Teamsters shall, upon request of both AAALA/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 AAALA/Teamsters.

5.1 AAALA/Teamsters Union Business Release: Where attendance at Union events by AAALA Teamsters 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 (2) 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.

Agreed 9/5/2025

6.0 – Parties Proposed No Changes

7.0 AAALA/Teamsters Meetings: AAALA/Teamsters may convene meetings as provided herein. Such meetings are to be separate from District-scheduled meetings, voluntary, and on non-duty time. AAALA/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, AAALA/Teamsters may convene a voluntary meeting during a reasonable portion of the break. AAALA/Teamsters-convened meetings are not to cause non-duty periods during the business day to be extended beyond normal time.

7.1 Regional Meetings of Administrators: AAALA/Teamsters shall have the right to make brief, appropriate announcements within the first 15 minutes or at the