

**SEIU LOCAL 521  
RIVERDALE UNIFIED SCHOOL DISTRICT  
CONTRACT TENTATIVE AGREEMENT SUMMARY  
November 5, 2015**

**ARTICLE IV - SALARIES**

**Section 3.0 Wage Increase**

For the 2015-2016 school year, the base salary schedule set forth in this agreement shall be increased by **4.43%** retroactive to July 1, 2015. For the 2016-2017 school year, all salary amounts set forth in this agreement shall be increased by **2%**.

**Section 1.0 Hours of Work and Overtime**

**NEW – Callback Language**

F. Any employee called in to a work facility on a day when the employee is not scheduled to work, and any employee called back to a work facility after he/she has completed his/her regular assignment, shall be compensated at least two (2) hours of work at the overtime rate. Management will make every effort to make call back and/or call in to work when an employee is not scheduled to work, fair and equitable. Site specific consideration will be made.

**ARTICLE V – VACATIONS, LEAVES AND HOLIDAYS**

**Section 2.0 Leaves**

**2.1 – Sick Leave**

(h) Sick leave shall be taken in units of one-half (1/2) hours or more.

**2.9 – Bereavement Leave**

Classified employees shall be granted three days leave on full pay in the event of the death of a member of the immediate family. "Immediate Family" means mother, father, grandchild, grandmother, or grandfather of the employee or of the spouse of the employee, and the spouse, domestic partner, son, son-in-law, daughter, daughter-in-law, brother, sister, sister-in-law, brother-in-law, foster child, foster parent, stepparent, stepchild, stepbrother or stepsister of the employee or spouse, domestic partner, or any relative living in the immediate household of the employee. Five days bereavement leave will be granted in the event of the death of a member of the immediate family out of state.

**ARTICLE VI - HEALTH AND WELFARE BENEFITS**

The District will provide payments for health and welfare benefits on a pro-rata basis for employees employed by the District fifty-one percent (51%) or more of the regular workday. For 2015-2016, the District will provide a pro-rata monthly payment of one-thousand sixty-eight dollars (\$1,168), the amount equal to one-hundred percent (100%) of the increase in the total premium for Blue Cross Prudent Buyer Plan 4, Rx Plan A, Delta Dental 70%-80%-90%-100% Incentive Plan of CA and Vision Service Plan C-5.

For 2016-2017, the district will contribute an amount equal to seventy-five percent (75%) of any increase in the total program for the Blue Cross Prudent Buyer Plan 4, Rx Plan A, Delta Dental 70%-80%-90%-100% Incentive Plan of CA and Vision Service Plan C-5.

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**ARTICLE VII – MISCELLANEOUS ITEMS**

**Section 5.0 – Semi-Annual Superintendent Meeting**

**NEW - Section 5.1 – Labor/Management Committee Meetings**

The District and the Union will establish a Labor/Management Committee that will address concerns and issues that affect SEIU members. The committee will be made up of one (1) union member, one (1) union staff representative and the Superintendent shall designate the administrative staff as needed. These meetings shall take place in September, November, January and April unless a special meeting is need by one of the affiliated parties. Topics of discussion shall be submitted to the District and the Union five (5) days prior to the meeting in writing. If there are no issues that need to be discussed and both parties agree, the quarterly meeting will be cancelled. It shall be the responsibility of the Union to schedule these meetings.

**Section 12.0 – Good Faith Agreement**

The District agrees to a Good Faith Agreement (me too clause) to adjust salary and health and welfare packages to be equal to any agreement made with Riverdale Teachers Association contract for the length of this agreement (2015-2016 to 2016-2017).

**Section 13.0 – Re-Opener Language**

There will be no re-openers for term of the contract.

**ARTICLE IX – TERM OF AGREEMENT**

This agreement shall be effective as of July 1, 2015, and shall continue in effect through June 30, 2017. Thereafter shall continue in effect year-by-year unless one of the parties notifies in writing no later than May 1, 2017 of its request to modify, amend or terminate the Agreement. If such notice is not given, the Agreement shall continue in full force and effect until such time as a successor agreement is adopted or impasse procedures set forth in Chapter 10.7, Division 4, Title I of the Government Code, commencing with Section 3548, are exhausted.