

**SCHOOL EMPLOYEES UNION
LOCAL 925 OF SERVICE EMPLOYEES INTERNATIONAL UNION**

PREAMBLE

THIS AGREEMENT is made and entered into this 1st Day of September, 2011, between the Board of Directors of the Bremerton School District 100-C (hereinafter referred to as the "Employer"), and the School Employees Union, Local 925 of Service Employees International Union, hereinafter referred to as the "Union."

WITNESSETH:

WHEREAS, the Union recognizes that the Employer has the responsibility for adopting policies for the District; and

WHEREAS, the laws of the State of Washington permit school districts to enter into negotiated agreements concerning wages, hours, annual leave and other working conditions; and

WHEREAS, certain understandings have been reached which the Employer and the Union desire to incorporate into a written agreement,

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I. RECOGNITION

SECTION A. Exclusive Bargaining Agent

The Employer agrees to recognize the School Employees Union, Local 925 of Service Employees International Union, as the bargaining agent for all classified workers who are not exempt and who are engaged in the following categories in regard to wages, hours, annual leave and working conditions:

1. Transportation
2. Maintenance
3. Child Nutrition Services
4. Custodial Services
5. Campus Security
6. Print Shop/Mail Carrier
7. Warehouse
8. Computer Technology Services

SECTION B. Establishment/Alteration of Job Description

The Employer agrees to notify the Union in writing of the establishment of new job description/alterations of existing job descriptions. The Employer further agrees to meet and negotiate with the Union, pursuant to RCW 41.56, regarding any changes in wages, hours, or working conditions arising from these new/alterated job descriptions within five (5) working days of a request for bargaining from the Union. If a job description is planned on being unfilled or eliminated by the Employer, the impact of such vacancy or elimination shall be negotiated with the Union.

SECTION C. Labor-Management Communication

Each school year, the local bargaining unit president and the superintendent and/or designee shall consult and mutually establish a regular process for communicating regarding issues of mutual concern. Such process may include a district-wide labor-management committee, a department-specific committee, and/or a superintendent-union leadership meeting. As a part of the process, the parties shall, in some manner, provide interest-based problem-solving training to participants involved in labor-management communication. Any process created by the parties shall also include a means for communicating the results of union-management discussions to the District's supervisors and the members of the bargaining unit.

SECTION D. Bargaining Unit Member Information

The names, hire date, work assignments, addresses, phone number, classification, FTE, and salary information of employees in the bargaining unit will be provided annually on approximately October 1st to the Union. Information regarding new hires, terminations, and changes in employment status will be provided to the Union within thirty (30) days of board action.

SECTION E. Departmental Procedures

Department managers shall, with the collaborative input of department employees, create departmental procedures governing the daily routine tasks of the departmental positions. Significant changes to these departmental procedures will be addressed through this process or through the Labor Management Committee. These departmental procedures shall be made available to all department employees in a centrally-located area. The departmental procedures shall include copies of the departmental job descriptions.

SECTION F. School Calendar

Prior to the finalization of the school calendar, or any subsequent amendments thereto, the Union will be given an opportunity to review and provide input into the development of the calendar.

The District will include a union member as part of the District representation for the school calendar design process.