ARTICLE 9--ASSIGNMENTS

the employee in the first available vacancy in any classification in which the employee has earned permanent status, or in any classification for which qualified <u>without financial impact</u>; once the employee has been certified as physically able to perform work duties by a mutually acceptable physician. The injured employee will, upon application, be referred for interview for any classification at a higher range for which qualified as a part of the 50% referred, under Article 13, Section 3.4.1 (3), on the basis of seniority, regardless of his/her own seniority.

9.2.1 The parties agree to work cooperatively within the auspices of the unit's

qualifications (i.e. wheelchair, mountain, transit etc.,). be made to eligible Bus Drivers whose prior accumulation of overtime is lowest.

Breakfast: \$10.00 (if required to be on duty prior to 6:00 a.m.)

Lunch: \$15.00

Dinner: \$31.00 (if required to be on duty after 7:00 p.m.).

maintained by all nutrition services food service assistants at all times. This requirement shall not prohibit concerted activity.

9.11.5 The District shall provide shirts, (5 at hiring and 3 each year thereafter), for all warehouse workers.

9.12 **Tools**

The District will provide to all building trades, maintenance and transportation mechanic employees all required power tools and hand tools except for those tools which the employees are required to provide for their trade.

The District and the Union agree to meet and consult <u>annually</u> on lists of tools which the employer is required to provide on the job.

9.13 Physical Exams

When employees are required as a condition of continuing employment to have medical examinations, the cost of such examinations shall be borne by the District. If employees request to use a doctor of their choice rather than one designated by the District, they shall be reimbursed in an amount equal to the rates established by the District's designated doctor. The District may designate the doctor when the medical examination is for job performance reasons.

9.14 Work shift Assignments

9.14.1 <u>Third Shifts</u>

The District agrees to the following staffing arrangements on the third shift:

9.14.1.1 At no time shall the District schedule less than three (3) custodians working a third shift. The District shall make every reasonable effort to provide a qualified substitute for any absence.

9.15 Work Schedules

9.18.1 The District shall designate a work schedule for all employees. Such designation may be by initial assignment or continuation of a prior assignment. Schedules will include normal hours of work, workdays, workweeks, worksites and work years. The District shall make every effort not to change an employee's work schedule more than once during the school year excluding s2 160.34 Tm0 7-3(tl)y

Except in cases deemed an emergency by the District, two (2) weeks, when feasible, advance written notice of a change in work schedule will be given to affected employees. When a schedule change will affect a significant number of employees, the Union will be notified of the change. <u>Education</u>

with regard to changes in work schedules.

9.15.3 <u>Temporary Changes in Work Schedules for Part-Time Employees</u>

An employee who works an average of thirty (30) minutes or more per day in excess of a regular part-time assignment for a period of twenty (20) consecutive working days or more shall have his/her their regular assignment changed to reflect the longer hours in order to acquire vacation and sick leave benefits on a pro rata basis.

- 9.15.4 For the 2014-2015 school year, and thereafter, the required days of service shall increase by three (3) service days. This increase in service days shall reflect the restoration of three (3) furlough days, to be included on the 2014-2015, 2015-2016, and 2016-2017 calendar.
 - a. For the 2014-2015 school year, ten (10) month employees shall work August 27th and August 28th, prior to the start of the school year.
 - b. For the 2014-2015 school year, eleven (11) month employees shall return one (1) day sooner than their normal start date and stay one (1) day later than their normal last day of work.
 - c. For the 2014-2015 school year, twelve (12) month employees shall work the two (2) days during Thanksgiving Break or request for prior approval time off.

9.16 Rest Periods

All employees shall be granted rest periods as follows: three (3) hour employees shall have one (1) ten (10) minute break; four (4) hour employees and five

9.16.2 The provisions of 17.1 shall be posted in those locations at each site commonly frequented by classified employees.

9.17 Lunch Period

An unpaid lunch period of at least thirty (30) minutes will be granted employees who work four (4) or more hours during a day. In those cases where the District requires an employee to remain on duty during his/her their lunch period, such employee will