

SEIU/PPS BARGAINING 2026-2029 Tentative Agreement Summary
Articles not summarized below remain unchanged as Current Contract Language

Article 4 – Union Rights

- Updates article number reference.
- Removes outdated language about the APPA FMEP.

Article 9 – Grievance Procedure

- Restructures the article to make timelines clearer.
- Changes the first step of the grievance process to a written process.
- Timelines for management responses shortened from thirty days to fourteen days.
- Expands the timeline for the union to file discharge grievances to thirty days.
- Expands the timeline for the union to file for arbitration to forty-five days.

Article 10 – Discipline, Demotion, and Discharge

- When a video recording is used as part of an investigatory meeting, the employee and their steward will be able to view the video during the meeting.
- Changes the name of investigatory meeting from disciplinary conference to meeting.

Article 12 – Personnel File

- Clarifies that when an employee requests to have material removed from their file that the request will go to human resources and that the review will be done with the employee, department leadership, and an HR representative.
- Adds that when discipline is not taken after an investigation or a discipline is overturned in the grievance process that it will be removed from the employee's file.

Article 13 – Employee Evaluation

- Clarifies that evaluations will be done by a worker's manager or their designee.
- Adds that no employee evaluations will be used as part of the disciplinary process.
- All employees will be given the opportunity to complete a self-evaluation.

Article 14 – Overtime and Call Back

- Clarifies how overtime will be assigned.
 - First, the District will try to solicit volunteers at the site and will distribute overtime by seniority.
 - If no one at the site volunteers, the District will solicit volunteers Districtwide and will distribute it by seniority.
 - If no one volunteers, mandatory overtime will be assigned within the site on a rotating basis starting with the least senior qualified employee.

Article 15 – Lunch and Rest Periods

- All employees who work six or more hours will have a 30-minute paid lunch break.
- Deletes Custodian In-service Training Days language.

Article 16 – Leaves

- Adds Paid Leave Oregon to the different leaves that workers have access to.

Article 17 – Insurance

- Maintains current insurance coverage.

Article 18 – Safety

- Creates section regarding injuries at work and a worker's access to applicable leave balances.
- Increase property loss from \$400 to \$500.
- When an employee files a complaint against another employee, the District will meet with the employee to determine if a safety plan is needed. In addition, complainants shall be notified of the outcome of the investigation.
- Creates a Safety and Health Section.
 - Head custodians shall be able to attend and participate in the regular site-based safety committee meetings.
 - Evening Custodians and Nutrition Services employees shall be able to attend and participate in regular department safety meetings.

Article 20 – Vacations and Holidays

SEIU/PPS BARGAINING 2026-2029 Tentative Agreement Summary
Articles not summarized below remain unchanged as Current Contract Language

- Restructures holiday section to clarify which holidays are available to which workers.

Article 21 - Compensation

- The LMC will discuss and agree upon a definition of Disaster Time that will be incorporated into the next contract.

Article 23 – Transfers and Vacancies

- Updates transfer language for Nutrition Services workers so that the District will automatically provide the reason for a District-initiated transfer.
- Creates a transfer section for custodians.
 - Moves employee-initiated transfer language to this Article from Appendix B.
 - Creates District-initiated transfer language. The District will consider the employee preference. Except in cases of emergency appointment or building need, employees will be given five days notice of the transfer. The District will provide the reason for the transfer in writing within five days of the transfer.

Article 24 – Duration

- Establishes a three-year contract.

Appendix A – Nutrition Services

- Step increases for employees who have not reached the top step on July 1 of 2026, 2027, and 2028.
- Cost of Living increases on January 1, 2027 – 2%, October 1, 2027 – 2.75%, July 1, 2028 – 3%.
- Deletes Monitor language in the Summer Program Work.
- Deletes Holiday language that is repeated in the Holiday Article.

Appendix B – Custodians

- Step increases for employees who have not reached the top step on July 1 of 2026, 2027, and 2028.
- Cost of Living increases on January 1, 2027- 2%, October 1, 2027 – 2.75%, July 1, 2028 – 3%.
- All full-time custodians will have an unpaid one-half hour lunch.
- Changes lock-up pay to include “D” building custodians.
- Deletes language that gives a transition period for “D” Head Custodians if the previous Head Custodian gives five weeks notice.
- Deletes language that allows “D” Head Custodians to choose who will be assigned to day shift.
- Moves transfer language to Article 23
- Deletes student population changing building classification.
- The District will provide the Union a yearly list of the square footage of each building including portables and other buildings.
- Adds HAYU ALQI UYXAT to C Building list.
- Agreement to update the building list.