

### Collective Bargaining Units - Agreement Matrix

AGREEMENT SUBJECT	BARGINING UNIT							
	DCTA	DFP	FMA	ABGW	DAEOP	CWA	ATU	VTFEGOS
1 Effective date	9/1/96-8/31/99	1/1/96-6/30/97	9/1/94-8/31/97	1/1/95-6/30/97	9/1/94-8/31/97	1/1/97-12/31/99	9/1/95-6/1/97	9/1/96-6/1/99
2 Who's covered	Teachers, excluding: Audiologists, Audiometrists, Dental Hygienists, Physicians, Dentists, Supervisors, Administrators, Acting Admin., Asst. Supermdnt., Superintendent.	Paraprofessionals Teacher aids; Bilingual aides Spec. educ. aides CEC paras Bus assistants Security guards	Facility Managers Facility Mgr I Facility Mgr II Facility Mgr III Facility Mgr IV Facility Mgr V	Bldg/Grds/W/hsse Maint. Personnel Truck Drivers Truck Helpers Labors Warehouse Clerks	Office clerical Accountant I & II Bookkeeper I & II Bookkeeper 220d Buyer Assistant Buyer	Bldg. Oper. Emps. Asst custodians Custodial helpers Utility custodians Parts Personnel	Transp. emps. Bus Operators Mechanics Vehicle Serv. Per. Parts Personnel	Vocational teachers assigned to the Emily Griffith Opportunity School
3 CDM involvement	Yes	Yes	No	No	No	No	No	No
4 CDM decisions subject to grievance	No	No						
5 Negotiating Procedure; including RFPs?	resp w/10 day	resp w/10 day	N/A	resp w/10 day	resp w/10 day	resp w/10 day	resp w/10 day	resp w/10 day
6 In the event of an impasse	Am Arbit. Assoc.	Am Arbit. Assoc.	Am Arbit. Assoc.	Fed Mediation Cn	Am Arbit. Assoc.	Fed Mediation Cn	Am Arbit. Assoc.	Am Arbit. Assoc.
7 Grievance resolution - days to resolve	10d(m)/5d(e), etc.	10d(m)/5d(e), etc.	10d (e), 3d (m), 3d	10d(m)/5d(e), etc.	2d(m)/5d(e)/5d(m)	15d(e)/20d(m)/15d	10d(m)/5d(e), etc.	6d(e)/6d(m)/10d
<b>Employment standards</b>								
8 Standard work week	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours	40 hours
Breaks	N/A	15m brk after 4hrs			N/A	15 min. am & pm		
Lunch	N/A	30m Lun after 5hrs			30 or 60 min.	30 min.		45 min/Duty Free
9 Who can amend standard work week?	Principal	Principal/Supvr.	Principal/Supvr.	Principal/Supvr.				
10 Required CDM evening mtg. attendanc	Yes, w/comp							
11 Standard work year	190	N/A	245 days	245 days	240d, 220d, 200d	245 days	190d; 245d	190 days
12 Federal Holidays observed	7	N/A	N/A	10 days	N/A	11 days		7
13 Planning days	3							3
14 Standard planning time.	3 hours							
15 Planning time - determined by?	Local CDM							
16 Central Office Teacher (EMP) Files	Avail in 72hrs; 3yP	Purge neg >3yrs	N/A	Purge neg >3yrs	Purge neg >18mth	Open Rec access		
<b>Appraisals</b>								
17 New/Probationary	Each sem for 2 yrs	90d trial; 2yr Prob.	N/A	N/A	90d trial/6mth<2y	90d trial; 2yr Prob.	Not defined.	
18 Non-probationary	Once each 3 yrs	At least annually.	N/A	N/A	Annual	Annual		
19 Special/Disciplinary	When needed	Emp must sign.						