

Tentative Agreement between TUSD and TUTA
January 12, 2018

4.8 Access to New Unit Member Orientations

4.8.1 The District shall provide an annual new bargaining unit member orientation for all newly hired bargaining unit members to take place within seven (7) calendar days prior to the first day of required paid service, except when no new bargaining unit members are commencing employment at the start of a given year.

4.8.2 If a new unit member is hired after the annual employee orientation meeting, but before the end of the instructional school year, the District and Association President shall work together to schedule and conduct an orientation within 21 calendar days of the employee's first date of paid service.

4.8.3 New bargaining unit members shall be paid their hourly per-diem rate, based on their annual salary, for the duration of these required orientation meetings when orientations occur outside the contract year and/or day.

4.8.4 The District shall provide written notice of the date, time and location of all bargaining unit member orientation meetings, by certified or electronic mail, to the Association president and vice-president (Membership) no later than fourteen (14) calendar days in advance of the annual orientation meeting(s) or ten (10) calendar days in advance of other orientation meetings that may occur throughout that year. If, however, there was an urgent need critical to the employer's operations that was not reasonably foreseeable, the Association shall be provided as much notice as possible.

4.8.5 The Association has the right of access to the District's annual new unit member orientation, which occurs before the start of each school year. The orientation includes new unit members hired for the upcoming school year. At this orientation, and as indicated on the orientation agenda, TUTA representatives are invited and given two (2) hours within the orientation to address and communicate with the new unit members.

4.8.6 The Association President may invite California Teachers Association (CTA) representatives to attend and present during the Association portion of the new employee orientation. The Association may use the District's audio-visual equipment for Association presentations.

4.8.7 The Association President or his/her unit member designee shall receive release time (up to 2 hours) to attend new bargaining unit member orientation meetings held during contractual work hours.

4.8.8 The District shall provide the Association with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file

with the employer, and home address of any newly hired unit members, within 30 days of the date of hire or by the first pay period of the month following hire.

The District shall provide the Association with the same information above for all Association unit members on or about the last work day in September, January and May. The District shall provide the information to the Association President in an electronic format in which the District holds the information.

This does not preclude the Association from requesting other pertinent information.

Sydney Lundy 1/12/18

Chy A M'utt 1-22-18