



California
School
Employees
Association

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Member of the AFL-CIO

The nation's largest
independent classified
employee association



October 31, 2014

Dr. William T. Scroggins, President/CEO
Mount San Antonio Community College District
1100 N. Grand Avenue
Walnut, CA 91789

RECEIVED
President's Office
Mt. SAC

11.4.14

Re: First Year Reopener – Negotiations

Dear Dr. Scroggins:

In accordance with the collective bargaining agreement between California School Employees Association (CSEA) and its Mt. SAC Chapter 262 and the Mount San Antonio Community College District, CSEA is providing its 1st year reopener proposals attached herein.

In addition, pursuant to Educational Employee Relations Act Section 3547 and its public notice requirements, please place CSEA's proposals on the agenda for the next regularly scheduled Board of Education meeting.

Thank you for your prompt attention to this matter. Do not hesitate to contact me at (626) 258-3342 should you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Andy Ritchie
Labor Relations Representative

AR/va

Enclosure

Via electronic mail and U.S. regular mail

c: Bill Rawlings, Chapter 262 President
John Nieto, Area G Director
Margarita Caldera, Region 35 Representative
Chris Swanson, Field Director
James Czaja, Vice President, Human Resources

California School Employees Association and its
Mt. San Antonio College Chapter 262
Initial Proposals
2015 Reopener Negotiations
October 2014

In accordance with the agreement between the California School Employees Association (CSEA) and the Mt. San Antonio College School District, CSEA Proposes the following conceptual modifications, additions, or deletions to the language in the current collective bargaining agreements between the respective parties.

CSEA reserves the right to advance other additions, deletions, and interests during the course of negotiations on the following reopener articles.

Article 4: Organizational Rights

Increase release time for Chapter 262 members to complete union related business.

Article 8: Salaries

Increase in salary.

Article 9: Health and Welfare

Increase in Health and Welfare contribution.

Remove less than 50% FTE carve out.

Include dental and vision in lifetime benefits for retirees.

Article 11: Holidays

Create timeline each year to discuss academic calendar.

Article 12: Vacations

Amend language regarding probationary employees to accurately reflect EC 88197.

Amend language to change process when vacation cap is reached.

Article 13: Leaves of Absence and Related Matters

Amend language regarding donation of sick leave to and from unit members.

Article 16: Evaluations

Revise terminology or add definition for "immediate supervisor."