AFL-CIO
California School Employees Association

2345 Stanwell Circle
Concord, CA 94520
(925) 676-5755
(800) 464-7717
FAX (925) 676-8351
www.csea.com

Member of the AFL-CIO

The nation's largest independent classified employee association

May 15, 2013

Cindy Cathey, Superintendent
San Leandro Unified School District
14735 Juniper Street
San Leandro, CA 94579

RE: CSEA Initial Proposal for Contract Reopeners for 2013-2014

Dear Superintendent Cathey:

California School Employees Association and its San Leandro Chapter 94 are pleased to provide our initial proposals for a contract reopener for 2013-2014 to be sunshined pursuant to Educational Employment Relations Act Article 8 Public Notice 3547 Public meetings; public records and Article 21: Term of the contract. CSEA desires to alter or amend the articles as follows:

- Article 5: Salaries and Fringe Benefits - *Provide a fair and just salary and benefits increase for all unit members*
- Article 9: Transfers and Promotions - *Clarify procedures and employee rights, expand opportunities for unit members to advance*
- Article 19: Staff Layoffs - *Clarify employee rights and procedures in the layoff process*

We look forward to working with your team and having productive negotiations on these important subjects.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Kathy Rollins

Kathy Rollins
Labor Relations Representative

Cc: John Thompson, Senior Director II, HR (SLUSD); Carol Alvarez, Chapter President 94; Elizabeth Cardoso, Negotiating Committee Member 94; Karen Perez, Negotiating Committee Member 94; Marsha Martin, Negotiating Committee Member 94; Karen Keegan, Regional Representative, Region 9; Cindy Zecher, Area C Director; Gabriela Echevarria, Field Director; Chapter 94 File