AFL-CIO
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AEU

March 6, 2015

Via Electronic Mail
mmclaughlin@slusd.us

Dr. Mike McLaughlin, Superintendent
San Leandro Unified School District
835 E. 14th St.
San Leandro, CA 94577

Re: INITIAL PROPOSAL FOR A SUCCESSOR AGREEMENT

Dear Dr. McLaughlin:

The California School Employees Association and its San Leandro Chapter No. 94 (CSEA) hereby submit their initial proposal for a successor agreement for sunshine pursuant to the Educational Employment Relations Act Article 8, Public Notice 3547.

CSEA proposes to amend the following articles:

Article 5 – Salaries and Fringe Benefits, to ensure that bargaining unit members receive a fair and equitable increase in employer contributions for salary and fringe benefits.

Article 8 - Leaves of Absence, to ensure a fair and equitable number and use of leave days. CSEA also has an interest in establishing a leave bank where members may donate eligible leave hours to fellow members in need.

Article 9 – Transfers and Promotions, to ensure there is a fair and equitable procedure for promotions and transfers. CSEA also has an interest in being included in the interview process for open positions.

Article 19 – Layoffs, to ensure the rights of bargaining unit members to bump into available positions based on seniority.

Additional Articles, CSEA reserves the right to propose other amendments during negotiations.

CSEA looks forward to a respectful and productive negotiation with the District.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Ryan H. Apperson
Labor Relations Representative

Cc: John Thompson, Assist Superintendent; Carol Alvarez, Chapter President 94; Karen Keegan, Regional Representative 9; Cindy Zecher, Area C Director; Gabriela Echevarria, Field Director; Chapter 94 Contract File