

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
And it's Mt. Diablo 43**

**INITIAL PROPOSAL
For July 1, 2016-June 30, 2019 Successor Contract**

February 2, 2016

In Accordance with the Mt. Diablo Unified School District and CSEA, Mt. Diablo Chapter 43, Article 39-Term which states "CSEA and the District shall present proposals for a successor Agreement no later than January 31, 2016" CSEA submits the proposal below;

ARTICLE 24-SALARY

- Fair and equitable salary increase
- Add Step 8 to the CSEA Salary Schedule

ARTICLE 14-INDUSTRIAL ACCIDENT OR ILLNESS LEAVE

- Update language in Article 14, section 59.g due to AB915 which repealed the prohibition on out of state travel for school employees who are receiving industrial injury leave benefits

ARTICLE 25-EMPLOYEE BENEFITS

- Increase Employer cap for Medical Fringe payments
- Increase Cash in Lieu of Medical Coverage
- Remove proration on benefit coverage for employees hired after April 1, 2011

ARTICLE 6-HOURS OF WORK

- Update language to include information to be listed in annual written notice to employees of assignment

ARTICLE 2-COVERAGE

- Update list of job classifications to reflect all current positions in the bargaining unit

ARTICLE 40-PROFESSIONAL GROWTH

- Add to list of activities for professional growth course work credit

ARTICLE 21-SICK LEAVE


- Update language to reflect name of current system in place for notice of sick leave
- Update process for return to work, remove article 21, section 72.b

ARTICLE 39-TERM

- Update duration to reflect new negotiated contract term and reopener dates


Add new article/section for Family-School Partnership Leave per the Family-School Partnership Act.

CSEA reserves the right to add to, delete, modify, amend or otherwise revise its proposals until such time as complete tentative agreements have been reached.


Annie Nolen, Chapter President
CSEA Mt. Diablo 43


Vikke Phalen, Negotiations Team Member
CSEA Mt. Diablo 43


Denise Ingham, Negotiations Team Member
CSEA Mt. Diablo 43


Shawana V. Grace, Labor Relations Rep
CSEA