

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

INITIAL PROPOSAL
For July 1, 2015-June 30, 2016 Contract Reopeners

March 3, 2015

In Accordance with Mt. Diablo Unified School District and CSEA, Mt. Diablo Chapter 43, Article 24-Salary, which states, 2015-16 School Year-The Parties shall reopen on Article 24-Salary and Article 25-Employee Benefits. The parties shall also work in good faith to mutually agree on one additional item to reopen. If they are unable to mutually agree, then each side may open on one additional item for a total of four (4) items: Salary, Employee Benefits, plus up to two others. CSEA submits proposal below;

ARTICLE 24-SALARY

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

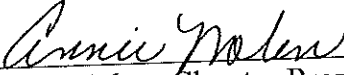
ARTICLE 25-EMPLOYEE BENEFITS

- 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

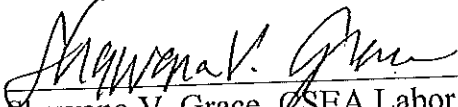
ARTICLE 6-HOURS OF WORK

- Increase hours for CSEA Classifications to align with student needs/school day

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



Annie Nolen, Chapter President



Shawana V. Grace, CSEA Labor Relations Rep