

**California School Employees Association (CSEA)**

**Allan Hancock College Chapter # 251**

**And its**

**Allan Hancock Joint Community College District**

**Sunshine Initial Proposals**

**December 8, 2022**

The following represents the opening proposals from California School Employees Association Chapter #251 (CSEA) to Allan Hancock Joint College Community District. CSEA reserves the right to add, amend, delete and/or change any of these proposals.

**Article 1: Recognition**

CSEA has no interest in changing existing contract language for this article.

**Article 2: No discrimination**

CSEA has an interest in modifying existing contract language to reflect the Board Policy Nondiscrimination 3410.

**Article 3: Management Rights and Responsibilities**

CSEA has an interest in modifying existing contract language for this article to reflect management responsibilities.

**Article 4: Association Rights**

CSEA has an interest in modifying release time contract language for this article.

**Article 5: Organizational Security**

CSEA has no interest in changing existing contract language for this article.

**Article 6: Personnel Files/Evaluations**

CSEA has an interest in modifying existing contract language about the evaluation process and forms, and frequency of evaluations due to legislative changes, and in regards to security cameras.

**Article 7: Grievance Procedure**

CSEA has an interest in changing existing contract language for this article to refine the process.

**Article 8: Hours, Overtime, and Allowances**

CSEA has an interest in changing existing contract language for this article in regards to call-back time and overtime.

**Article 9: Pay and Allowances**

CSEA has an interest in ensuring that wages for all classified positions are able to recruit and retain high quality long term employees. Further CSEA has an interest in modifying language around employee achievement awards, special assignment compensation, a 'me-too' clause and an equitable treatment clause.

**Article 10: Employee Expenses and Materials**

CSEA has an interest in modifying existing contract language for this article for uniforms and shoes.

**Article 11: Health & Welfare Benefits:**

CSEA has an interest in modifying existing contract language for this article for benefit costs and plans, and cash-in-lieu.

**Article 12: Holidays**

CSEA has an interest in updating the Holiday article due the creation of Juneteenth by the Federal Government.

**Article 13: Vacation**

CSEA has an interest in modifying existing contract language to this article for vacation accrual.

**Article 14: Leaves**

CSEA has an interest in modifying existing contract language to the leave article on bereavement.

**Article 15: Leave of Absence for Retraining and Study**

CSEA has no interest in changing existing contract language for this article.

**Article 16: Transfers and Promotions**

CSEA has an interest in modifying existing contract language for transfers and promotions into vacancies.

**Article 17: Classification and Reclassification**

CSEA has an interest in modifying existing contract language for this article and clarifying contract language and process/timeline for reclassification/cyclical review.

**Article 18: Layoff & Reemployment**

CSEA has an interest in modifying contract language for this article due to new legislation that has passed at the state level.

**Article 19: Disciplinary Action**

CSEA has an interest in modifying existing contract language for this article regarding security cameras.

**Article 20: Safety**

CSEA has an interest in modifying contractual language for this article as it pertains to district compliance with professional ethics and workplace walk-throughs/inspections.

**Article 21: College District Police**

CSEA has an interest in modifying contractual language to the College District Police article relating to uniform allowance and equipment list.

**Article 22: Hiring**

CSEA has an interest in changing existing contract language for this article to reference job assignment, vacancies and promotion from within.

**Article 23: Severability**

CSEA has no interest in changing existing contract language for this article.

**Article 24: Professional Growth**

CSEA has an interest in changing existing contract language for this article to improve upon reimbursement to support tuition and district training.

**Article 25: Parking**

CSEA has an interest in changing existing contract language for this article based on the changes coming to the parking program.

**Article 26: Concerted Activities**

CSEA has an interest in changing existing contract language for this article.

**Article 27: Negotiations and Completion of Agreement**

CSEA has an interest in modifying contractual language to include mutually agreed upon ground rules and reopeners.

**Article 28: Duration**

CSEA intends to negotiate a three year contract.

**Appendix A: Bargaining Unit Position List**

CSEA has an interest in having the Bargaining Unit Position List updated to reflect the current list of position titles, ranges and categories including specific positions pertaining to safety equipment/uniforms.

**Appendix B1: Salary Schedule 55**

CSEA has an interest in negotiating a fair and equitable salary schedule.

**Appendix B2: Salary Schedule 56**

CSEA has an in interest in negotiating a fair and equitable salary schedule.

**Appendix C: Definitions of Excluded Positions**

CSEA has no interest in changing existing contract language for this appendix.