

**Mt. Diablo Unified School District's (MDUSD)
Initial Proposal for Sunshine – 2019 Successor Contract
For California School Employees' Association (CSEA), Mt. Diablo Chapter 43
January 13, 2020**

The District Proposes updating the following articles:

1. ARTICLE 3: ORGANIZATIONAL SECURITY

District proposes to update language to current Janus Language

2. ARTICLE 6: HOURS OF WORK

District proposes to modify language regarding assigned hours

District proposes to modify language regarding involuntary changes in workweek

District proposes to modify language regarding assigned hours for work locations

District proposes to modify language regarding site assignment and coverage

District proposes to modify language regarding increase in basic assignment of hours

3. ARTICLE 7: ADDITIONAL PAY MINIMUM

District proposes to modify requirements for additional pay compensation

4. ARTICLE 8: VACATION

District proposes to update and clarify vacation scheduling for employees who work beyond the School Year

5. ARTICLE 11: ASSOCIATION LEAVE

District proposes to update and clarify CSEA reimbursement for association leave

6. ARTICLE 12: BEREAVEMENT LEAVE

District proposes to require designation of relationship and proof of travel within seven days

7. ARTICLE 15: Maternity Leave

District proposes to update language to reflect new statutes

8. ARTICLE 17: New Parent Leave

District proposes to update language to reflect new statutes

9. ARTICLE 21: SICK LEAVE

District proposes to update language to include contacting their supervisor

District proposes to modify language to include fitness for duty

10. ARTICLE 23: SALARY ADMINISTRATION

District proposes to modify employee assignments to work in a higher classification

District proposes to modify erroneous pay warrant/payroll notification
District proposes to remove language for “Specialized Physical Health Care Assistance Differential”
District proposes to update language for “CalPERS” Payment

11. ARTICLE 30: DISCIPLINE

District proposes to clarify disciplinary procedure

12. ARTICLE 36: TRANSFER

District proposes to modify and reduce number of voluntary transfer(s)
District proposes to modify and reduce timeframe for employee to remain in transferred position

13. ARTICLE 39: TERM OF AGREEMENT AND REOPENERS

District proposes to update language

14. APPENDIX C: SUMMER SCHOOL/EXTENDED YEAR

District proposes to clarify and modify language