

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
MT. DIABLO CHAPTER 43
INITIAL PROPOSAL FOR A SUCCESSOR CONTRACT FOR 2013 – 2016**

CSEA Proposes updating the following:

Table of Contents

Add section subheadings under article titles.

Article 2 COVERAGE

2. The list of job classifications shall be updated to include all positions in the bargaining unit.

The classifications of Assistant to the Hearing Impaired I and II shall be retitled to Assistant to the Deaf and Hard of Hearing I and II.

Article 4 ORGANIZATIONAL RIGHTS

- g. The District will provide CSEA with information on a monthly basis showing:
 - 1) All vacancies in existing bargaining unit positions
 - 2) All new bargaining unit positions
 - 3) All changes in unit member addresses, telephone numbers, and email
- h. All CSEA bargaining unit members shall be provided with a District email account.
- i. CSEA retirees shall be given first priority for working as substitutes in bargaining unit positions.

Article 6 HOURS OF WORK

All CSEA positions that were reduced for budgetary reasons during the term of the 2010-13 contract shall have their hours restored. Specifically, SEA positions reduced from 6 to 5 hours per day and SEA positions reduced from 5 to 3 hours per day.

Article 10 GENERAL TERMS RESPECTING LEAVES OF ABSENCE

49. Return from Leaves
 - a. Add the following to existing language:
If there is no vacancy available in the same classification, the employee may accept a position in a lower classification. Seniority shall follow the unit

provide a copy of derogatory materials placed in his/her official personnel file. An employee shall have the right to enter and have attached to any derogatory statement, his/her comments thereon.

Article 32 LAYOFF PROCEDURES

122. Notice

- a. A written notice of layoff shall be given to affected employees not less than ~~forty five (45)~~ sixty (60) days prior to the effective date of the layoff.

Article 33 PROMOTION

126. First Consideration

Permanent employees(s) in the bargaining unit shall be given first consideration in filling any job vacancy within the bargaining unit which can be considered a promotion or a voluntary demotion, assuming such employees(s) has complied with the selection procedure.

Appendix A SALARY SCHEDULE

Update Salary Schedule to include all bargaining unit positions.

Increase the range placement of Educational Interpreters to Range 656.