



2013-2014

CSEA NEGOTIATIONS

SUNSHINE ARTICLES

(SUCCESSOR CONTRACT NEGOTIATIONS)

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Article 7 ~ Salary Classification

Appendix I ~ Salary Adjustments

Appendix III ~ Salary Schedules

Appendix V ~ Classified Work Year Schedules

Appendix VI ~ Pay Schedules

The District intends to propose changes to these articles and Appendices designed to enable the District to remain fiscally solvent during an unprecedented fiscal crisis. Such changes include, but are not limited to, salary roll back, furlough days, and other salary related cost-savings proposals. This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

Article 8 ~ Health and Welfare Benefits

Appendix IV ~ Employee Health Plans

The District intends to propose changes to these Articles and Appendices designed to enable the District to remain fiscally solvent during an unprecedented fiscal crisis. The District intends to propose substantive changes to health and welfare benefits that may result in increased co-pays and deductibles, and changes to health and welfare benefits that result in increased member contributions, and or payroll deduction. Additionally, the District intends to propose changes to the District level of contribution to health and welfare benefits by way of a "cap" or other limitation. This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

Article 9 ~ Hours (and related Appendices)

The District intends to propose language designed to enable the District to remain fiscally solvent during an unprecedented fiscal crisis. The District also proposes changes to this Article designed to increase managerial flexibility. This list is not exhaustive and the District reserves the right to make additional proposals as negotiations progress.

Article 12 ~ Leaves

The District intends to provide necessary updates to the Article to account for changes in the law.

Appendix II ~ Classified Bargaining Unit

Appendix VII ~ Pro-Rated Holiday Calculation Chart

Appendix VIII ~ Classified Professional Growth Program

The District wishes to update these Appendices.

The District is also reviewing other provisions of the Collective Bargaining Agreement. Additional subjects of meeting and negotiating arising after the presentation of this initial proposal shall be made public within 24 hours pursuant to Government Code 3547(d).

Due to continued fiscal challenges within the State of California, our task ahead is a formidable one. The District looks forward to participating in honest, forthright, and purposeful negotiations in addressing these challenges.