

April 13, 2009

Dr. Jack Miyamoto, Interim Vice President, Human Resources  
Mt. San Antonio College  
1100 N. Grand Ave  
Walnut, CA 91789

Re: Negotiations

Dear Dr. Miyamoto:

As the exclusive bargaining unit representative for the Mt. SAC Chapter #262, the California School Employees Association (CSEA) respectfully submits its initial proposal and requests to enter into negotiations with the District for the commencement of bargaining for a successor agreement.

Furthermore, it is understood that the current agreement will remain in full force and effect until an agreement is reached by the District and CSEA.

CSEA seeks improvements and changes in the following articles:

**Article 2: TERMS OF THE AGREEMENT**

CSEA has an interest in changing dates to be current, as well as other fair and equitable changes regarding Terms of the Agreement, including but not limited to:

02.06 Parity clause

**Article 4: ORGANIZATIONAL RIGHTS**

As it relates to Release Time, as well as but not limited to:

04.01 Access of CSEA 262 to Employee Work Areas:

04.02 Use of Bulletin Boards:

04.03 Use of College Mailboxes:

04.04 Use of District Building Facilities:

**Article 7: SALARIES**

CSEA seeks fair and equitable changes regarding Salary, as well as but not limited to:

07.09.2 Compensatory Time Off:

**Article 8: HEALTH & WELFARE BENEFITS:**

CSEA seeks fair and equitable changes regarding Health & Welfare benefits.

**Article 10: HOLIDAYS**

CSEA seeks fair and equitable changes regarding Holidays, as well as but not limited to:

10.04 Floating Holidays

Appendix D Holiday Schedule

**Article 13: TRANSFERS AND RELATED MATTERS**

CSEA seeks fair and equitable changes regarding transfers, as well as but not limited to:

13.02 Medical Transfers:

13.03.1 Involuntary Transfers

13.03.2 Involuntary Transfers

13.03.3 Involuntary Transfers

**Article 14: EVALUATIONS**

CSEA seeks fair and equitable changes regarding Evaluations.

**Article 16: GRIEVANCE PROCEDURE**

Including but not limited to:

16.01.8 General Provisions

16.01.19 General Provisions

16.02.1 Level one- Informal

15.02.5 Grievance Committee's Decision, Board Review

**Article 19: SAVINGS PROVISIONS**

**Article 20: EFFECT OF AGREEMENT**

CSEA seeks fair and equitable changes regarding the effect of the agreement.

**CSEA also has an interest in creating a new Article: DUE PROCESS/DISCIPLINE and in researching and discussing the creation of an Employee Assistance Plan.**

Furthermore, CSEA reserves the right to add, amend, or modify these proposals during the course of negotiations with the District. Please contact me at (626) 258-3354 if you have any questions.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gail Nehamen  
Labor Relations Representative

INITIALS  
c: CHAPTER PRESIDENT  
REGIONAL REPRESENTATIVE  
AREA DIRECTOR  
FIELD DIRECTOR