

INITIAL PROPOSAL

FROM THE  
OHLONE COMMUNITY COLLEGE DISTRICT  
TO THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
OHLONE COLLEGE CHAPTER 490

JUNE 2004

The collective bargaining proposals submitted herein by the Ohlone Community College District Board of Trustees are expressly pursuant to the Educational Employment Relations Act and Article XXXII TERM OF AGREEMENT of the Collective Bargaining Agreement between the parties. It is the intention of the Ohlone Community College District Board of Trustees to bargain in good faith over the initial proposals submitted by the respective parties to the collective bargaining process upon the completion and satisfaction of the public notice requirements mandated by the Educational Employment Relations Act.

Any article proposed for amendment by the Exclusive Representative in accordance with Article XXV shall be deemed herein to remain unchanged in the Collective Bargaining Agreement unless otherwise expressly stated.

ARTICLE VII  
PAY ALLOWANCES

ARTICLE VII, PAY AND ALLOWANCES, shall remain unchanged except for the following amendments:

7.1.1 Compensation for members of the Office, Technical and Business Services Unit shall include but not be limited to:

7.1.1.1 salary/wages and longevity

7.1.1.2 salary/wages-fringe impact

7.1.1.3 health and welfare benefits

7.1.1.4 additional costs as related to the implementation of the Agreement

The College District recognizes its obligation to bargain over ARTICLE VII, PAY AND ALLOWANCES covering employees represented by the exclusive Representative. The College District is not currently in receipt of sufficient financial information from the State in order to make a specific compensation proposal at this time. The District anticipates having the necessary information soon, at which time a more specific proposal will be made.

ARTICLE VIII  
HEALTH AND WELFARE BENEFITS

The College District will continue to offer the benefits of Article VIII including medical insurance, dental insurance, salary continuation, life insurance and early retirement. Increased costs of these programs for 2004-2005 and subsequent years will not be the obligation of the District unless agreed to in negotiations.

ARTICLE XXXII  
TERM OF AGREEMENT

31.1 The Agreement shall remain in full force and effect up to and including **June 30, 2005** and thereafter shall continue in effect year by year unless one of the parties notifies the other, in writing, no later than April 20, of its request to modify, amend or terminate the Agreement for the succeeding year. The effect of this proposal is to extend the current Agreement for an additional **three (3) years through June 30, 2007**. (All other applicable dates and timelines contained in the Agreement will be modified appropriately to reflect consistency with this proposed termination date. Reopeners from CSEA regarding **2004-2005** and **2005-2006** will occur within Article VII, Appendix "A" Wages; and Article VIII, if an initial proposal is given to the other party by March 30, in each year, **2005** and **2006**. The District may reopen two Articles of its choice.)

RESERVATION OF RIGHTS

The College District reserves the right to submit two (2) additional Articles of its choice later in the collective bargaining process for 2004-2005.

Signed and entered into this \_\_\_\_ day of \_\_\_\_\_, 2004.

FOR THE DISTRICT

FOR THE CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION

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