

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

AUGUST 2005

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:

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

Salary/wages and longevity

Salary/wages-fringe impact

Health and welfare benefits

Additional costs as related to the implementation of the Agreement

The College District recognizes its obligation to bargain over ARTICLE VII, PAY ALLOWANCES covering employees represented by the exclusive Representative. The College District is currently reviewing financial information from the State and student enrollment data in order to make a specific compensation proposal. 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 2005-2006 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, 2006** and thereafter shall continue in effect year by year unless one of the parties notifies the other, in writing, no later than March 1, 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 **2005-2006** and **2006-2007** will occur within Article VII, Appendix "A" Wages; and Article VIII, if an initial proposal is given to the other party by March 1, in each year, **2006** and **2007**. 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 2005-2006.

Signed and entered into this ____ day of _____, 2005.

FOR THE DISTRICT

FOR THE CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION

