

**INITIAL PROPOSAL
FROM THE
OHLONE COMMUNITY COLLEGE DISTRICT
TO THE
SERVICE EMPLOYEES INTERNATIONAL UNION
FOR THE MAINTENANCE, OPERATIONS AND SECURITY UNIT
JULY 2007**

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 XXXVI, 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 proposals submitted by the respective parties to the Collective Bargaining Agreement pursuant to the Educational Employment Relations Act.

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

**ARTICLE XIII
PAY AND ALLOWANCES**

Article XIII PAY AND ALLOWANCES shall remain unchanged except for the following amendments:

- 13.17.1 Compensation for members of the Maintenance, Operations and Security Unit shall include but not be limited to:
 - 13.17.1.1 salary/wages and longevity
 - 13.17.1.2 salary/wages-fringe impact
 - 13.17.1.3 health and welfare benefits
 - 13.17.1.4 additional costs as related to the implementation of the Agreement.

The District is currently processing information from the State regarding budgetary allocations for the 2007-2008 school year upon which it may base a compensation offer. The State budget has not been adopted at this time and because the District has been unable to adequately determine its 2007-2008 revenue, we propose that bargaining on compensation issues be deferred for a brief period of time. A more specific District proposal regarding any compensation increase will be proposed as soon as reasonably practicable.

**ARTICLE XIV
HEALTH AND WELFARE BENEFITS**

The District will continue to offer the benefits memorialized in Article XIV including medical, dental, vision and life insurance, salary continuation and the early retirement provisions present in the current collective bargaining agreement. Increased costs of these programs for 2007-2008 and subsequent years will not be the obligation of the District unless agreed to in negotiations.

ARTICLE XXXVI
TERM OF AGREEMENT

Article XXXVI TERM OF AGREEMENT, shall remain unchanged except for the following amendment:

36.1 This agreement shall remain in full force and effect up to and including June 30, 2008 and thereafter shall continue in effect year by year unless one of the parties notifies the other, in writing, no later than April 30th, of its request to modify, amend or terminate the agreement for the succeeding year. Not later than the 30th day of May preceding the 2007-2008 school year, the Union shall submit its proposals for modifications relative to Article XIII PAY AND ALLOWANCES and Article XIV HEALTH AND WELFARE BENEFITS. The District will, not later than ninety (90) days after the Union's submission, present its proposals and may reopen up to two (2) articles of its choice. Requirements contained in 29.2, 29.3 and 29.4 will apply to these negotiations.

The District reserves the right for this bargaining period to reopen one additional article of its choice pursuant to its collective bargaining agreement.

Executed and entered into this ____ day of _____, 2007

FOR THE DISTRICT

FOR SEIU

