Whereas the Ohlone Community College District (“District”) and the Service Employees International Union (SEIU) have committed to utilizing interest-based bargaining principles in the conduct of their labor negotiations, the parties have developed the following statements as their initial proposals for upcoming labor negotiations:

1. Both parties are interested in discussing all applicable articles in the SEIU contract during this open period without undue labor. The parties will only identify Articles that are in need of review and discussion.

2. The District is interested in discussing ways of maintaining an attractive benefits package that is affordable to both the District and all SEIU employees.

3. Both parties are interested in reviewing the recommended changes/suggestions from the Joint “Contract Clean Up Committee” to determine if any of the recommendations should be adopted during this open period.

4. SEIU is interested in reviewing the parameters of shift differential pay for SEIU employees.

5. Both parties understand that during the current budget crisis that there will not be a salary increase for FY 2010-2011.

6. Both parties are interested in incorporating all ratified MOUs that are currently not included in the SEIU contract that are still applicable.

7. Both parties are interested in meeting a June 30, 2010 goal for completion of negotiations, so that all agreed-upon-changes, can be implemented July 1, 2010.