Initial Proposal of the  
California School Employees Association (CSEA) and its Ohlone Chapter #490  
To the Ohlone Community College District  
For the 2020 - 2023 Successor Contract Negotiations

As per Article 2 and Article 8 of the parties’ collective bargaining agreement, the parties shall enter successor negotiations for the 2020-2023 term. CSEA desires to alter or amend the collective bargaining agreement as follows:

**Article 2: Terms of Agreement**
CSEA has an interest in updating the dates and conditions of the contract term.

**Article 8: Pay Allowances**
CSEA has an interest in:
- negotiating fair and equitable compensation.
- including language that references the Emergency Telecommuting Agreement MOU.

**Article 10: Health and Welfare Benefits**
CSEA has an interest in increasing the District contribution towards medical, dental, and vision.

**Article 12: Vacation**
CSEA has an interest in improving the language regarding vacation accruals and payouts.

**Article 32: Safety**
CSEA has an interest in improving the language regarding safety in the workplace.

All other provisions of the collective bargaining agreement in force to June 30, 2020 shall remain in full force and effect.

The California School Employees Association and its Ohlone Chapter #490 reserves the right to make additional proposals at any time during the bargaining process; including but not limited to responses to proposals made by the District.