



CSEA Chapter 364

California School Employees Association
Berryessa Union School District Chapter 364

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Date: May 10, 2016

Good afternoon,

Pursuant to Government Code 3547(a) the California School Employees Association (CSEA) and its Chapter #364 B Unit is submitting its Initial Proposal for public review at the District School Board meeting on May 17, 2016. It is our interest to engage in negotiations as soon as dates can be agreed upon.

We propose the following:

- 1) Article 3 CSEA Rights-New hire orientation for members

Employee Orientation:

An application for CSEA membership or application for the CSEA service fee deduction, as well as other information about membership and local representative contact numbers shall be provided by CSEA to the District to be included in the new employment packet for orientation of new unit members. New unit members will be encouraged by a Human Resources specialist to meet with their representative about membership. The District shall provide to the CSEA Chapter 364 B Unit President, the names and contact information of new unit members *within one week of hire*.

For new unit members hired in a given quarter of the year, the President or designee will collaborate with human resources staff to provide new unit member orientation (orientation sessions will be provided on a quarterly basis).

- 2) Article 7 COMPENSATION - An improvement in salary and holiday pay. Revise Article 7 language to state Compensation and Benefits.

- 3) Create Article 7.2 TRAINING – Pay provision consistent training across the district.
- 4) Create Article 7.4 PROFESSIONAL GROWTH – add language to allow Noon Duty Supervisors to advance themselves.
- 5) Article 13 SAFETY – Revise language to include Noon Duty Supervisors to participate in District and Site Disaster Drills (lock down, fire, intruder, earthquake).

CSEA retains the right to add or delete from these initial proposals in accordance with the express provisions of Government Code 3547(d).

Debbie



Debbie Narvaes
CSEA President
Berryessa 364 B Unit

Cc: Jim Trujillo
CSEA LRR