



AFL-CIO

California
School
Employees
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May 20, 2021

Via E-Mail: mattyb1377@outlook.com

Matthew Busacco, Chapter President
Alpine Chapter #607
1367 Midway Dr
Alpine, CA 91901-3713

RE: Initial Proposal: 1st Yr REO

Dear President Busacco:

I have received the Initial Proposal for the 1st Year Reopener between Alpine Unified School District and California School Employees Association and its Alpine Chapter #607.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

In Solidarity,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Kasey Oliver
Field Director

C: Sylvia Alvarez, Regional Representative Region 96; Bea Mora, Area K Director;
Joni Collins, Labor Relations Representative; Chapter #607 File



**THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS ALPINE CHAPTER 607
INITIAL PROPOSALS FOR THE
2021-2022
1st YEAR REOPENERS
TO THE
ALPINE UNION SCHOOL DISTRICT
May 25, 2021**

Pursuant to the Educational Employees Relations Act (EERA), the California School Employees Association (CSEA) and its Chapter #607, CSEA submits initial proposal to meet and negotiate with the District for 2021-2022 1st Year Reopeners.

ARTICLE 5 WAGES

CSEA proposes to negotiate a fair and equitable increase to the current salary schedule. In addition, all bargaining unit positions under \$15.00 will be brought up to \$15.00 minimum wage effective January 1, 2022 and the District will square the salary schedule upward with minimum of 2.5% between ranges and 5% between steps.

5.9 CSEA proposes a new article to include language for Maintenance and Operations, Custodial and Food Service Workers for Safety Shoes; The District will reimburse employees up to \$75 annually to purchase the appropriate work shoes. In addition, the current uniforms will have not only name of employee but include Alpine Union School District.

ARTICLE 7 HEALTH AND WELFARE BENEFITS

7.1.1.2 If there is a percentage increase to health and welfare benefits for the 2021-2022 school year, the District will increase that percentage of the maximum annual District expenditure effective January 1, 2022 for medical benefits, dental insurance, vision, life insurance and disability insurance, to maintain all bargaining unit at status quo for the 2021-2022 school year.

ARTICLE 8 LEAVES

8.4 Personal Necessity Leave The total number of days used for personal necessity leave in any school year may not exceed ten (10) days. ~~Two~~ **Four (2 4)** of the ten days may be used for purposes of confidential leave.

ARTICLE 15 ASSOCIATION RIGHTS

15.1 **Chapter President or designee will have** the right to conduct an orientation session on this Agreement for **new classified** bargaining unit employees **on an agreed location/ time with CSEA and the District** during regular working hours ~~with is subject to approval of the District Superintendent or designee.~~

These shall be considered initial proposals. CSEA retains the right to amend, modify, add to, or delete from these proposals at any time during the negotiation process.