

INITIAL PROPOSAL
California School Employees Association
and its Willows Chapter #119 (CSEA)
for the 2020-2021 School Year

The California School Employees Association Willows Chapter #119 (CSEA) and the Willows Unified School District (District) are parties to a collective bargaining agreement (CBA) that expired on June 30, 2020 but remain in full effect until a new contract is reached. Pursuant to the Education Employment Relations (EERA) the Chapter wishes to negotiation changes to the existing Agreement. Specific proposals for all articles to be negotiated will be exchanged after a thorough good faith dialogue at the bargaining table.

The Chapter has an interest in exploring changes and or clarifications to several Articles and Sections to include but not limited to the following:

1. **Article 5: Organizational Rights:** 5.4 Attendance at meetings: The Chapter would like to increase release days from (2) to 5. Clarification needed in reference to "meetings outside the District". Is release time for Chapter business or individual CSEA business?
2. **Article 8: Pay and Allowances:** 8.1 Salary: 5% pay increase, 8.1.2 Longevity increases for the 20-21, 21-22, and 22-23 school years, 8.10 Mileage: reimburse at the rate amount established by the IRS.
8.1 Square the salary scale due to minimum wage increases.
3. **Article 9: Employee Expenses and Materials:** 9.1 Uniforms: Add Yard Duty/Crossing Guard to list
4. **Article 10: Health and Welfare Benefits:** 10.6 IRC & 125 Plan- Add explanation of these options
5. **Article 12: Vacation Plan:** 12.7 Vacation Carry-Over. Allow all employees to elect to carry over or be paid for unused vacation days in a fiscal year regardless of months worked. (has been past practice)
6. **Article 13: Leaves:** 13.1 Bereavement Leave: Add extended family members (Aunt and Uncle), 13.5. Industrial Accident and Illness Leave: 13.5.1 Increase entitled leave days from 60 to 90 13.6 Entitlement to Other Sick Leave: Remove "The one hundred (100) period of differential time shall run concurrently....." 13.8 Personal Necessity Leave: 13.8.1 Delete "consanguinity" (same kinship)
7. **Article 16: Temporary Job site/Classification Transfers:** 16.4 Mileage Compensation During Temporary Assignments: Add reference, as in Article 8.10
8. **Article 21: Working Conditions:** 21.1.3 Special Trip Meals: Increase A) Breakfast from \$7.50 to \$11.00 and B) Lunch from \$10.00 to \$15:00.
9. **New Article 26.7** The Chapter will meet and negotiate changes to the annual school calendar
10. **Article 32: Duration of Agreement:** Term 32.1 New (3) year agreement, July 2020 through June 30, 2023.
11. **Article 32 Reopeners:** 32.2.1 for 2020/2021 Every Article is open, 32.2.2 Reopeners for 2021/2022 shall be two mutually agreed to non-monetary openers for each party, salary and benefits, 32.2.3 Reopeners for 2022/2023 shall be two mutually agreed to non-monetary openers for each party, salary and benefits