

**THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
IRVINE CHAPTER 517**

(SUCCESSOR YEAR 2019-22)

INITIAL CONTRACT SUCCESSOR PROPOSAL

April 24, 2019



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The California School Employees Association (CSEA) and its Irvine 517, in accordance with ARTICLE 1 AGREEMENT, present their initial proposal to negotiate its successor agreement with Irvine Unified School District.

CSEA desires to alter or amend the following articles as indicated and presents our proposals for public discussion in accordance with Government Code § 3547:

Article 1 – AGREEMENT

CSEA seeks a new contract term of July 1, 2019 through June 30, 2022.

Article 2 – PURPOSE

CSEA seeks to maintain its rights as the exclusive representative under education code and applicable law.

Article 3 – RECOGNITION AND ASSOCIATION RIGHTS

CSEA seeks to maintain its rights as the exclusive representative under applicable law.

Article 4 – MANAGEMENT RIGHTS

CSEA seeks to maintain its rights as the exclusive representative under applicable law.

Article 7 – WORKING CONDITIONS

CSEA seeks to negotiate improvements to the working conditions of classified employees to promote the health of its bargaining unit members and the District. CSEA seeks to maintain its rights as the exclusive representative under applicable law.

Article 8 – COMPENSATION AND RELATED BENEFITS

CSEA seeks to ensure that classified employees are compensated equitably in a manner that will enable the District to recruit and retain classified employees in Orange County.

Article 9 – HEALTH AND WELFARE BENEFITS

CSEA seeks to minimize cost increases to health and welfare and ensure that classified employees of the District receive the highest quality healthcare available provided in the most effective means.

Article 10 – ABSENCES AND LEAVES

CSEA seeks negotiate equitable improvements for the utilization of classified employee leaves.

Article 15– LAYOFF

CSEA seeks to maintain its rights as the exclusive representative under applicable law.

As determined through the negotiation process, additional articles may be visited between the parties.