



California  
School  
Employees  
Association

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Ben Valdepeña  
Association President

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Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



August 12, 2020

**Via Electronic Mail Only**

elaluan@egusd.net

Evelyn Laluan, Director – Classified Personnel  
Elk Grove Unified School District

**RE: CSEA Initial Proposal 2020-2021**

Dear Director Laluan:

Pursuant to Government Code Section 3547, the California School Employees Association, and its Elk Grove Chapter #831 (CSEA) hereby present its Initial Proposal for the 2020-2021 school year as follows:

• **Article 8: Duty Hours and Working Conditions**

CSEA hereby proposes to introduce language regarding the implementation of Distance Based Learning and work performed remotely.

CSEA also hereby proposes improved language protecting the rights of bargaining unit members with regard to changes to work hours and work calendars.

CSEA also proposes the creation of a committee to review the duties and responsibilities of bargaining unit job classifications.

• **Article 12: Layoff**

CSEA hereby proposes the District provide retirement incentives in lieu of layoff.

CSEA also hereby proposes the District provide more than 60 days' notice to CSEA prior to layoff.

CSEA also proposes improved language regarding re-employment rights for employees laid off.

CSEA also proposes language which would allow the District and CSEA to find alternatives to layoffs prior to implementation and review workload concerns.

CSEA also proposes the District provide health insurance benefits for laid off employees.

• **Article 13: Salary**

CSEA hereby proposes a fair and equitable increase to bargaining unit salaries and longevity.

CSEA also proposes the District provide economic reimbursement for supplies and materials purchased and/or utilized by bargaining unit members.

• **Article 14: Health and Welfare Benefits**

CSEA hereby proposes language to re-instate family Health and Welfare benefits to retirees and their dependents.

CSEA also proposes the District provide a fair and equitable increase to the employer contribution of the Health and Welfare benefit plan.

In order to comply with public notice requirements, please present CSEA's Initial Proposal at the next scheduled District Board Meeting. After completion of public notice requirements CSEA is prepared to meet and begin negotiations.

If there are any questions regarding this notice, please feel free to contact me at (916) 727-7313.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Mauricio Vides  
Labor Relations Representative

Enclosure(s)

C: Field Director; Area A Director; Regional Representative #72; Chapter President #831; File

**Initial Proposal  
from the  
California School Employees Association  
and its  
Elk Grove Chapter #831 (CSEA)  
to the  
Elk Grove Unified School District (District)  
for the  
2020-2021 Re-Opener**

The California School Employees Association and its Elk Grove Chapter #831 (CSEA) intends to negotiate the following articles of the collective bargaining agreement for the 2020-2021 re-opener year.

- **Article 8:                      Duty Hours and Working Conditions**

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