



## California School Employees Association

3350 Scott Blvd.  
Building 18  
Santa Clara, CA 95054

(408) 261-7990  
(800) 487-2440  
FAX: (408) 235-8678

[www.csea.com](http://www.csea.com)

Member of the AFL-CIO

*The nation's largest  
independent classified  
employee association*



Shelly Viramontez, Assistant Superintendent HR  
Campbell Union School District  
155 N. Third Street  
Campbell, CA 95008

RE: Initial Proposal

The California School Employees Association (CSEA) and its local Chapter #868 are submitting its "initial bargaining proposals" in accordance with Section §3547 of the Government Code for the upcoming "successor" negotiations.

CSEA respectfully submits the following bargaining proposals:

- **Article 1: Recognition**  
CSEA has an interest in clarifying the recognition Article as the exclusive representative of the classified employees
- **Article 3: Association Rights**  
CSEA has an interest to increase union release time  
CSEA has an interest in establishing a New Hire Orientation
- **Article 4: Compensation**  
CSEA has an interest in a fair and equitable pay increase  
CSEA has an interest in modify the current pay structure to equal payments
- **Article 5: Health and Welfare**  
CSEA has an interest in increasing the District contribution to Health and Welfare benefits  
CSEA has an interest in District provided Life Insurance
- **Article 9: Vacation**  
CSEA has an interest in modifying mandatory vacation days  
CSEA has an interest in increasing vacation carry over
- **Article 14: Procedures for Evaluation**  
CSEA has an interest in reducing the probationary period
- **Article 19: Miscellaneous Provisions**  
CSEA has an interest in a three-year term

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Stacy Trujillo, Senior Labor Relations Representative

ST/kt

Cc: Cedric Germany, Chapter Vice President 868  
Jan Tomisaka, Regional Representative 23  
Marcos Gonzalez, Area C Director  
Charles Goetchius, Field Director / Chapter File 868

*Our mission: To improve the lives of our members, students and community.*