



December 6, 2018

**Conrado Guerrero**  
*President*

**Tanya Walters**  
*Vice President*

**Tonia McMillian**  
*Treasurer*

**Agnes Braga**  
*Secretary*

**Max Arias**  
*Executive Director*

**Executive Board**

*Child Care Delegate*

**Sue Carrera**  
**Zandra Hawes**  
**Deanna Robles**

*County Office Delegate*  
**Ramon Capiral**

*Higher Education Delegate*  
**Carlos Diaz**  
**Christzann Ozan**

*LAUSD At-Large Delegate*  
**Toi V. Jackson**  
**Elizabeth Thomas-Parker**  
**LaTosha Thompson**

*LAUSD District 2 Delegate*  
**Miguel Morales**

*LAUSD District 3 Delegate*  
**Marisol Aguilar**

*LAUSD District 6 Delegate*  
**Kathleen Hamm**

*LAUSD District 7 Delegate*  
**Bart Weil**

*Small K-12 Delegate*  
**Keryl Cartee-McNeely**  
**Adrian Cleveland**  
**Kathy Yates-Lomax**

*Retiree Division*  
**Ronnie Martin**

Dr. Ben Drati, Superintendent  
Santa Monica–Malibu Unified School District  
1651 16th Street  
Santa Monica, California 90404

**SUBJECT: Initial Proposals of SEIU Local 99 for Negotiating  
Successor Collective Bargaining Agreement**

Dear Superintendent Drati:

As required by CA Govt. Cd. Sec. 3547(a), SEIU Local 99 respectfully submits the following items for public notice:

1. Adjust wages, benefits, and other compensation to recruit and retain the highest quality classified employees, and to provide at least a living wage for all employees;
2. Review and adjust work rules and other terms and conditions of employment to conform with best practices of public school employers; and,
3. Review and adjust contract language to comply with any relevant changes in local, state, and federal laws and other regulations.

As these negotiations involve the entire collective bargaining agreement, we further propose amending any and all sections of the current agreement to implement the items noted above.

Thank you for taking necessary steps to agendaize and act on this matter with the Board of Education.

Very truly yours,

Michael Haberberger  
Director of Union-Employer Relations

- c: Dr. Mark Kelly, SMMUSD Assistant Superintendent/Human Resources  
Keryl Cartee-McNeely, Chief Steward  
Rebel Harrison, SEIU 99 Bargaining Team Co-Chair  
Cindy Johnston, SEIU 99 Bargaining Team Co-Chair

*seiu99/ctw*