



AFL-CIO

## California School Employees Association

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March 15, 2016

**Via Electronic and US Mail**

[rbooker@piedmont.k12.ca.us](mailto:rbooker@piedmont.k12.ca.us)

Superintendent Randall Booker  
Piedmont Unified School District  
760 Magnolia Ave,  
Piedmont, CA 94611

Re: INITIAL PROPOSAL FOR 2016-17 CONTRACT REOPENER

Dear Superintendent Booker:

The California School Employees Association and its Piedmont Chapter No. 60 (CSEA) hereby submit their articles for the 2016-17 contract reopener for sunshine pursuant to the Educational Employment Relations Act Article 8, Public Notice 3547. CSEA chooses to open the following articles:

**ARTICLE 3 - ORGANIZATIONAL RIGHTS**, CSEA has an interest in improving safety conditions for its members through appropriate training programs. CSEA also has an interest in clarifying the timing, format, and duration of its orientation session for bargaining unit members.

**ARTICLE 12 – SALARIES**, CSEA has an interest in a fair and equitable increase in bargaining unit member salaries. CSEA has an interest in expanding the salary schedule (Appendix D) to accommodate potential placement of newly negotiated job descriptions. CSEA also has an interest in ensuring fair and equitable pay for bargaining unit members when working out of class or in substitute positions. As part of salary negotiations, CSEA also believes both parties have a mutual interest in clarifying and strengthening the reclassification procedures outlined in Appendix E.

**ARTICLE 19 – HEALTH AND WELFARE BENEFITS**, CSEA has an interest in ensuring that bargaining unit members receive a fair and equitable increase in employer contributions for health and welfare benefits.

CSEA reserves the right to propose other amendments during negotiations. CSEA looks forward to respectful and productive negotiations with the district.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Ryan H. Apperson  
Labor Relations Representative

Cc: Song Chin-Bendib, Assistant Superintendent; Terra Salazar, Chapter President 60; Karen Keegan, Regional Representative 9; Marcos Gonzalez, Area C Director; Gabriela Echevarria, Field Director; File