

**Initial Proposal For 2021 Successor Negotiations
From California School Employees Association
and its Santa Monica College Chapter #36 (CSEA)
To Santa Monica Community College District (District)**

Article 1 - Agreement, Designation of Parties, and Length of Agreement

- CSEA is interested in updating the term of the agreement to reflect a new three-year term.

Article 3 – Hours of Employment

- In light of the COVID-19 pandemic, CSEA is interested in adding language regarding remote work assignments to create flexibility for employees.
- CSEA is interested in adding language regarding redistribution of workload when there are employee reductions.
- CSEA is interested in adding language regarding workload assignments when there is an increase of volume in daily job duties.

Article 4 – Evaluation

- CSEA is interested in changing the rating standards on the evaluation forms.
- CSEA is interested in adding language to include completion of onboarding activities on the evaluation forms.
- CSEA is interested in adding language to include professional development opportunities on the evaluation forms.
- CSEA is interested in adding language to include completed trainings on the evaluation forms.

Article 5 – Safety Conditions of Employment

- In light of the COVID-19 pandemic, CSEA is interested in adding language regarding following all Public Health and Workplace Safety entity guidelines.

Article 6 – Transfers

- CSEA is interested in increasing the days of notification for administrative transfers.
- CSEA is interested in adding language to distinguish part time administrative transfers and temporary administrative transfers.
- CSEA is interested in adding language regarding workload assignments for part time administrative transfers.
- CSEA is interested in adding language regarding the administrative transfer process to include assessments.

Article 7 – Leaves of Absence

- CSEA is interested in adding language regarding light duty assignments for temporary work limitations.
- In light of the COVID-19 pandemic, CSEA is interested in adding language regarding quarantine leaves.

Article 8 – Holidays

- CSEA is interested in adding language regarding employees with alternative/permanent work weeks holiday observances.
- CSEA is interested in adding language on additional holidays.

Article 9 – Vacation

- CSEA is interested in adding language regarding accelerated accrual.

Article 11 – Wages

- CSEA is interested in negotiating a fair and equitable salary increase.
- CSEA is interested in negotiating a fair and equitable parity clause.
- CSEA is interested in expanding hours for shift differentials.
- CSEA is interested in adding language for additional longevity steps.
- CSEA is interested in adding language regarding the working out of classification process.
- CSEA is interested in adding language for step increase when receiving additional degrees, certificates, or licenses.
- CSEA is interested in adding additional language for District provided materials.
- CSEA is interested in adding language regarding release time to be provided for employees in the Professional Development Committee.
- CSEA is interested in adding language regarding notifications for error in pay.
- CSEA is interested in adding language regarding a stipend for increased workload.
- CSEA is interested in adding language regarding a stipend for additional work assignments.
- CSEA is interested in adding language regarding hazard pay.

Article 13 – Disciplinary Action

- CSEA is interested in adding language regarding Skelly Review Officer training and selection.

Article 15 – Layoff and Reemployment

- CSEA is interested in adding language regarding developing a process for changes in assignment(s).

Article 16 – Association Rights

- CSEA is interested in updating language regarding dues authorization to reflect current law and best practices.

Article 17 – Contracting Out

- CSEA is interested in adding language regarding the grievance timeline for contracting out.
- CSEA is interested in adding language regarding the notification timeline for contracting out.

CSEA reserves the right to augment this proposal by opening additional articles, Memoranda of Understanding, or appendices upon notice to the District.