

# **Proposal for Negotiations**

From: CSEA Chapter #PAHS Unit

**(For immediate negotiation, opening in October)**

Salary: Fair and Equitable Compensation

**(For 2016-19, opening no later than April 1)**

Salary: Fair and Equitable Compensation

Medical benefits

NB... The following are proposals designed to sync the Arena and High School Contracts. New language proposals follow this section.

Article 4.3 To sync with Arena, language to read:

" WORKDAY

The length of the workday shall be designated by the District for each classified assignment in accordance with the provisions set forth in this Agreement. Each employee shall be assigned a fixed, regular, and ascertainable number of daily hours and annual days of employment.

This article may be adjusted via Side Letter of Agreement for all employees who work 5 (five) days per week.

The Side Letter of Agreement shall be valid for one contractual year or less. Any/all Side Letters of Agreement must be renegotiated annually. "

Article 4.10 To sync with Arena, language to read:

"MINIMUM CALL IN TIME:

An employee called in to work on a day when the employee is not scheduled to work shall receive a minimum of two (2)

hours pay, at appropriate pay. Compensation shall be made beginning and ending at employee's home."

Article 5.5 To sync with Arena, language to read:

"MILEAGE:

The Board has established standard distances for frequently traveled work-related routes.

Employee reimbursement to those destinations will be according to the Board established distances, at the current IRS mileage rate. Exceptions must be approved by the Superintendent or designee."

Article 5.10.2.3 To sync with Arena, obsolete language to be stricken

Article 13.3 To sync with Arena. Language to read:

"ORDER OF LAYOFF:

Any layoff shall be affected within a class. The order of layoff shall be determined by seniority within the class plus higher classes within the District. Higher class means a class with the same or higher salary placement. An employee with the least seniority within the class plus higher classes shall be laid off first, either directly or effectively through the exercise of bumping rights

by more senior employees. Seniority shall be based on the date of hire."

Article 13.11 To sync with Arena, Language to read:

"SENIORITY ROSTER:

One seniority roster will be maintained for all bargaining unit members in CSEA SouthCoast Chapter 343 bargaining unit members, which shall be updated

annually. CSEA, upon request, shall be entitled to receive a copy of said roster each time it is updated and each time layoffs are to occur.”

The following proposals are common to Arena and High School Contracts.

Article 3.1.5 (or 3.2)

New language requiring district to create a new-hire orientation packet, including CBA, leave policies, job descriptions and annual contract. Require District to attach job description to annual contract upon signing for all employees. This is so that people will have it very clear what their jobs are and are not

Article 4.2 Work Week

Arena and HS contracts point to a different clause number. Negotiation to clarify.

Article 4.4

Clarification of language surrounding adjustment of assigned time. Several members are being asked to repeatedly use side letters to add time as opposed to it becoming permanent, as the article states

Article 4.24.3

Clarification of summer assignments and their relationship to Service Credit for pension purposes

Article 5.8

Longevity; the practice of reducing the step raises of 10-year and up employees, needs to be stopped. 1.25% raises per annum do not even cover inflation, and the practice suggests that the District does not value long-term employees.

Article 8.5

Discussion of storm day language. What we have is not fair to all employees across the board, unsafe for students, and needs to be addressed.

Article 9.3

Discussion of Vacation Days, and when they may be taken

Article 9.8

Vacation scheduling should be at the discretion of the immediate supervisor, not the District.

Article 10

Leaves. Current language points to Board Policy. Leave language needs to be stand-alone in the CBA. Discussion of use of sick and/or personal leave.

Article 11 (all clauses)

Clarification of transfer language, in-house job posting language, and of application materials required of in-house applicants.

*David Dwyer*  
3/20/2016

*Shelley Lewis*  
3/2/2016