

**Initial Proposal of the  
California School Employees Association (CSEA) and its SMCCCD Chapter #33  
To the San Mateo County Community College District  
For the 2022-2025 Successor Negotiations**

CSEA desires to alter or amend the current collective bargaining agreement, which expires on June 30, 2022, as follows:

**Article 4: Organizational Rights**

CSEA has an interest in:

- Allowing for CSEA to conduct virtual voting during worksite elections.

**Article 5: Hours and Overtime**

CSEA has an interest in:

- Allowing for hybrid and remote work.
- Allowing for flexible or alternative working hours.
- Clarifying definition of excess work for part-time employees.
- Guaranteeing a number of off-hours in between shifts.
- Adding steps to the salary schedule.
- Reducing the required amount of time for a meal period.
- Clarifying rules around accrual and use of compensatory time off.
- Guaranteeing overtime pay for work performed during recesses.
- Prioritizing bargaining unit members when assigning work associated with vacant positions.

**Article 6: Vacation**

CSEA has an interest in:

- Improving the vacation accrual rates.
- Outlining the process for cashing out vacation hours.
- Increasing the vacation carryover maximum.

**Article 7: Holidays**

CSEA has an interest in adding Juneteenth and Indigenous Peoples' Day to the list of paid holidays.

**Article 8: Pay and Allowances**

CSEA has an interest in:

- A fair and equitable increase to the salary schedule.
- Increasing the number of steps on the salary schedule.
- Establishing a shift differential for unit members assigned to work on Saturdays, Sundays, and early mornings.
- Improving long service increment (LSI).
- Expanding access to the stipend for using personal cell phones for work.
- Establishing a bilingual stipend.
- Guaranteeing paid release time to serve on committees.
- Reforming the way the District conducts the quadrennial salary survey.

**Article 9: Health and Welfare**

CSEA has an interest in increasing the District contribution to health insurance plans

**Article 10: Leaves**

CSEA has an interest in:

- Expanding the definition of immediate family.
- Improving bereavement leave.
- Increasing the number of personal necessity days.

**Article 13: Safety**

CSEA has an interest in addressing impacts on classified employees during catastrophic events, construction, and campus closures.

**Article 14: Performance Evaluation Procedures**

CSEA has an interest in:

- Allowing classified employees to evaluate management.
- Clarify schedule of evaluations when a member changes classification.
- Improve the timeline to evaluate classified employees.
- Restricting medical information gathered in a Fit for Duty examination.

**Article 21: Duration**

CSEA has an interest in bargaining a three-year contract.

**The California School Employees Association and its SMCCCD Chapter #33 reserves the right to make additional proposals at any time during the bargaining process; including but not limited to responses to proposals made by the District.**