

**CONTRACT NEGOTIATIONS
CSEA CHAPTER 33
FISCAL YEAR 2015-2016**

The upcoming contract negotiations consist of **two non-monetary** articles and Article 9.1.1: Medical Insurance. We have reached agreement during last years' contract negotiations and will negotiate this article once the District knows what the premium increases will be and what funding is available to increase the medical cap. This usually is known by early July of each year.

In order to prepare our initial contract proposal, we need your input. Please tell us what improvements you would like to see in the following areas:

ARTICLE 1--RECOGNITION

**ARTICLE 2—MEMBERSHIP DUES OR SERVICE FEES--REQUIRED BY OUR STATE ASSOCIATION
NOTHING CAN BE CHANGED UNLESS IT'S BEEN CHANGED BY THE STATE**

ARTICLE 3---DEFINITIONS

ARTICLE 4---ORGANIZATIONAL RIGHTS

ARTICLE 5---HOURS AND OVERTIME

ARTICLE 6---VACATION

ARTICLE 7---HOLIDAYS

ARTICLE 8---PAY AND ALLOWANCES

(ARTICLE 8.1.1 AGREEMENT ALREADY REACHED FOR FISCAL YEARS 2014-2015 AND 2015-2016)

ARTICLE 9---HEALTH AND WELFARE BENEFITS

ARTICLE 10--LEAVES

ARTICLE 11--TRANSFERS AND REASSIGNMENTS

ARTICLE 12--GRIEVANCE PROCEDURE

ARTICLE 13--SAFETY PROVISIONS

ARTICLE 14--PERFORMANCE EVALUATION PROCEDURES

ARTICLE 15--MANAGEMENT RIGHTS

ARTICLE 16--EFFECT OF AGREEMENT

ARTICLE 17--CLASSIFICATION SYSTEM MAINTENANCE

ARTICLE 18—REORGANIZATION PROCEDURES

ARTICLE 19A—MANAGED HIRING

ARTICLE 19B---LAYOFFS

ARTICLE 20---DISCIPLINARY PROCEDURES

ADDITIONAL COMMENTS/CONCERNS

If more space is needed, please attached another sheet of paper and reference your comments by article number.

PLEASE RETURN THIS SURVEY TO YOUR SITE REPRESENTATIVE BY WEDNESDAY, FEBRUARY 25, 2015.

Annette Perot	District
Juanita Celaya	CSM
Jeanne Stalker	Canada
Chris Weidman	Skyline