

April 18, 2013

TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ASSOCIATION EMPLOYEES UNION

ARTICLE 5 NEW EMPLOYEES

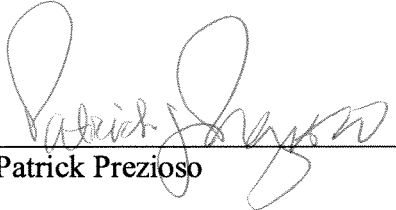
The parties agree to status quo language.

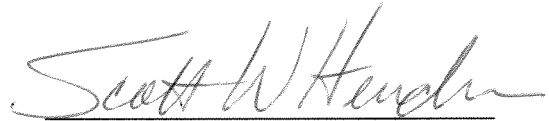
Dated: April 18, 2013

Dated: April 18, 2013

For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries
5:30
4/18/13

April 18, 2013

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CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ASSOCIATION EMPLOYEES UNION

ARTICLE 6 PROBATIONARY PERIOD

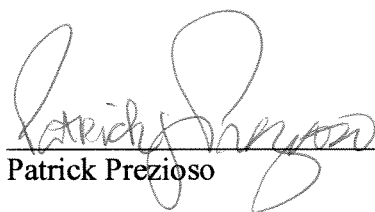
The parties agree to status quo language.

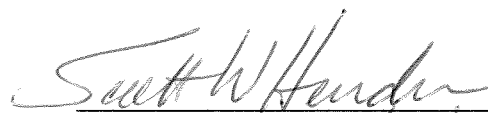
Dated: April 18, 2013

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For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries 4/18/13
5:25 pm

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BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
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ARTICLE 16 LAYOFF AND LOSS OF SENIORITY

- 16.1.2 In case of layoff, the Employer shall notify the affected employee(s) and the Union at least ~~forty (40) regularly scheduled~~ 45 work days in advance.
- 16.1.3 The Employer shall notify the Union of the proposed layoffs at least ~~forty-five (45)~~ 45 work days in advance. The parties shall commence effects negotiations as soon as possible after notification to the Union.

RIGHTS OF EMPLOYEES LAID OFF FOR LACK OF WORK OR FUNDS

- 16.2.1 Employees who are laid off shall have the right to bump an employee holding less bargaining unit seniority if s/he meets minimum qualifications of the classification to which s/he is bumping
- a). The impacted employee(s) shall receive “notification” of position(s) being eliminated and articulation of their contractual rights. This includes a 45 work day notice to AEU.
 - b). Concurrently, all less senior employees shall receive a notice indicating that due to an elimination of position(s) and contractual bumping rights, they may be affected.
 - c). Ten working days from the issuance of the “notification” contained in (a) above, notice will then be issued advising all less senior employees, that there will be a meeting scheduled whereby all positions that could be impacted will be posted for purposes of bidding and selection of bumping rights. The time for this meeting and the time allowed for decisions by employees shall be negotiated between CSEA and AEU during the effects negotiation process.
 - d). At this meeting, in order of seniority, the employees in positions being eliminated shall exercise their bumping rights. Each employee who is bumped shall subsequently exercise their bumping rights.

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e). Once the bumping process has been completed, if no positions are available in which to bump, the least senior employee(s) shall receive a 45 work day notification of layoff and bargaining of the effects of layoff shall be conducted.

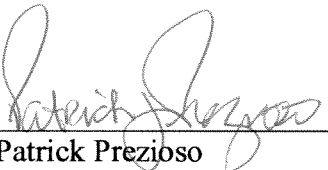
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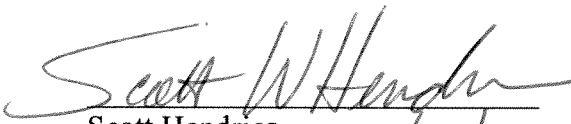
Dated: April 18, 2013

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For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries
4/18/13
7:15 pm

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ARTICLE 28 RIGHTS OF THE UNION

The parties agree to move 7.10 to Article 28 as 28.4(e) and new AEU proposal of 28.4(f) as follows:

28.4(e) The Employer shall not require the twenty-four (24) AEU Officers and Stewards to work on the six (6) AEU General Membership and the one (1) AEU Conference Saturday meeting dates as referenced and provided to the CSEA per Article 28, Rights of the Union, Meetings, 28.4. Management will exercise best efforts, consistent with the business needs of CSEA, to avoid assigning work on dates on which AEU has scheduled general membership meetings or AEU Conference Saturday meeting dates.

28.4(f) The above release time is in addition to that set forth in 28.1 and 28.2 for negotiations.

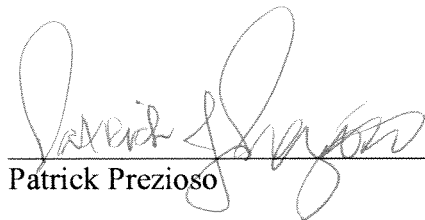
[All other language remains status quo.]

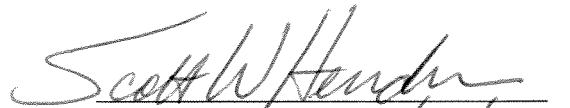
Dated: April 18, 2013

Dated: April 18, 2013

For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries
4/18/13
7:10 pm