

TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ASSOCIATION EMPLOYEES UNION

The parties agree to add 8.7 Compensatory Time Off as follows:

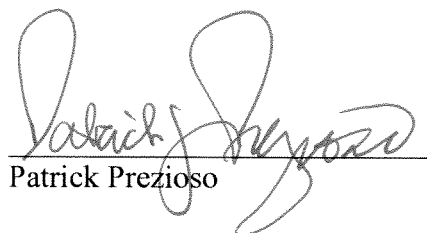
- 8.7 Upon mutual agreement between the immediate supervisor and a non-exempt employee, the employee may earn and must use all compensatory time during the same pay period.

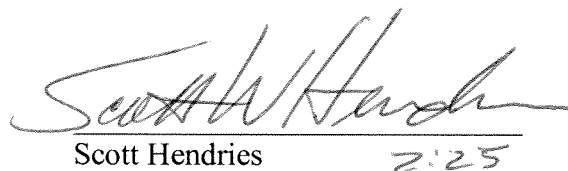
Dated: April 26, 2013

Dated: April 26, 2013

For CSEA:

For AEU:


Patrick Prezioso


Scott Hendries 2:25

SIDE LETTER AGREEMENT ON
ANTI-WORKPLACE BULLYING COMMITTEE

The California School Employees Association and Association Employees Union shall create a joint labor management committee comprised of six persons, three to be appointed by AEU and three to be appointed by CSEA. The purpose of the committee is to recommend to the Executive Director a written procedure for training, dissemination, implementation and enforcement to prohibit workplace bullying.

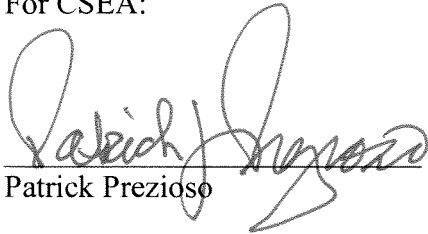
The parties shall exchange their respective list of committee appointees no later than July 1, 2013.

The Committee shall complete its task on or before December 31, 2013, unless extended by mutual agreement.

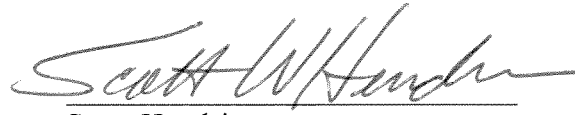
Dated: April 26, 2013

Dated: April 26, 2013

For CSEA:


Patrick Prezioso

For AEU:


Scott Hendries 2.26

TENTATIVE AGREEMENT
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND
ASSOCIATION EMPLOYEES UNION

ARTICLE 29 PERSONNEL RECORDS AND PERFORMANCE EVALUATIONS

The parties agree to the addition of the following language:

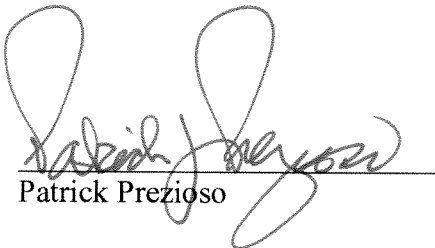
29.3.3 Assessing training needs may require testing and examinations. Training assessments are not to be used for discipline, pay raises, or transfers and shall not be placed in the employee's personnel file.

[All other language remains status quo.]

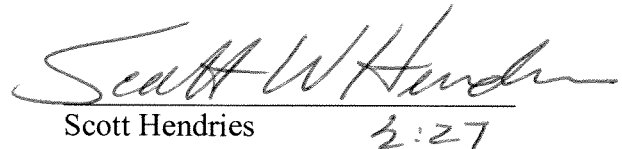
Dated: April 26, 2013

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For CSEA:


Patrick Prezioso

For AEU:


Scott Hendries 2:27