

CSEA Counter Proposal #2
To
AEU Proposal #2 dated September 8, 2016

ARTICLE 13

Wages

Upon ratification by both parties, effective June 1, 2016, the bargaining unit salary schedule shall be increased by three-percent (3%). In addition, CSEA shall issue a one-time payment of one-percent (1%) of the salary in effect on May 31, 2016, no later than the second pay period following ratification.

- a) The one-percent (1%) salary payment shall not be considered part of an employee's base salary for purposes of vested pension entitlement/benefit accrual calculation entitlement.
- b) All AEU bargaining unit employees on the payroll as of September 30, 2016, shall be eligible for the one-percent (1%) one-time payment.

ARTICLE 23

CSEA and AEU agree to discuss the retiree medical plan design and cost in the successor bargaining in 2017.

Appendix 2

The AEU Executive Board and the CSEA Executive Director and his/her designee(s) agree to meet on a semi-annual basis (every 6 months) to address the workload and relationship issues between the parties.

In addition, the AEU President and three (3) AEU Executive Board Members shall also meet with CSEA on semi-annual basis if necessary.

These meetings are intended to discuss matters that present an issue of general importance or concern and not to discuss the concerns of individual unit members or managers.

CSEA and AEU will carefully review, in advance of each scheduled meeting, topics proposed for discussion. Each party will be limited to no more than five (5) topics. Aside from issues that arise at the last minute, CSEA and AEU will exchange proposed agenda topics no later than two weeks before each meeting, together with any background or supporting information that is available.

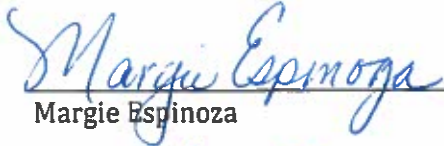
CSEA and AEU will evaluate over the upcoming year whether the increased frequency of these meetings is useful and will adjust the meeting schedule as necessary. Either party can elect to revert to the semi-annual meeting schedule.

This agreement settles all reopener issues between the parties for the 2016 contract year.

FOR AEU:



Valerie Hollins
AEU Bargaining Chair



Margie Espinoza



Debra Pichetto



Jason Ter Keurst



Jim Trujillo



Rod Gaulman


FOR CSEA:



Keith Pace
Director, Field Operations



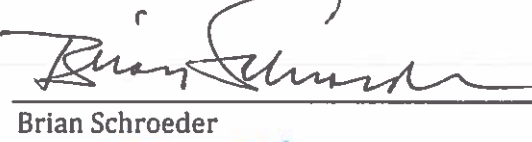
Steve Brashear




Michael Clancy



Frank Polito



Brian Schroeder



Guillermo Morales