

## **AGENDA ITEM IV.G**

### **El Camino Real Alliance**

**To:** Board of Directors  
El Camino Real Alliance

**From:** David Hussey, Executive Director  
El Camino Real Alliance

**Date:** March 28, 2019

**Re:** **Public Disclosure of ECRA's Initial Proposal to AFSCME for Negotiations Pursuant to Government Code Section 3547**

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Consistent with its charter, El Camino Charter Alliance ("ECRA" or "School") is the independent public school employer of the employees of the School as specified in the Educational Employment Relations Act (Government Code Section 3540, et seq.).

As such, this memorandum is to disclose to the public ECRA's initial proposal pursuant to Government Code Section 3547 related to the collective bargaining agreement between ECRA and the American Federation of State, County and Municipal Employees District Council 36 ("AFSCME").

It is the intent of the Board of ECRA to negotiate a collective bargaining agreement between the parties addressing mandatory subjects of bargaining as to terms and conditions of employment including, but not limited to, Recognition, Charter School Rights, Federation Rights, Grievance Procedure, Employment Status, Leaves, Hours, Work Day/Year, Compensation, Health Benefits, Performance Evaluations, Discipline/Dismissal, Layoff Impacts, Safety Conditions, Term of Agreement, Negotiations Procedures, etc.