

EL CAMINO REAL CHARTER HIGH SCHOOL EMPLOYEES
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)
LOCAL 540

January 15, 2022

CONFIDENTIAL

Roger Scott
Chief Negotiator
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Subject: Initial Union Proposal For A Successor Agreement

On behalf of the El Camino Real Charter High School Employees that make up the members of American Federation of State, County and Municipal Employees (AFSCME), Local 540, and in accordance with Article 28 of the Collective Bargaining Agreement, AFSCME Local 540 submits the following initial proposal for a successor agreement.

UNION PROPOSAL – JANUARY 15, 2022

Article 1 – Agreement

- Modify language to reflect AFSCME Local 540 affiliated with AFSCME District Council 36.

Article 4 – Duration

- 3 Year Agreement; July 1, 2022 through June 30, 2025

Article 5 – Outsourcing

- Add language that would prevent current amount of bargaining unit positions from being displaced or eliminated through outsourcing. [detailed language to be provided]
- Add language for one time addition of five additional positions to the bargaining unit in each of the following classifications:
 - Campus Safety Officer
 - Special Education Assistant

Article 8 – Compensation

8.1 – Wages and Salary

- Year 1 Increase (effective 7/1/22) – 4% on-schedule; 4% off-schedule

AFSCME Local 540 - RESERVES THE RIGHT TO ADD, MODIFY AND/OR DELETE
ANY AND ALL OF THE PROPOSALS

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- Year 2 Increase (effective 7/1/23) – 4% on-schedule; 2% off-schedule*
*Year 2 off-schedule increase will only apply if ECRA is the recipient of any forgivable loans and/or financial government assistance during 2022-2023 school year.
- Year 3 Increase (effective 7/1/24) – the bargaining unit will receive the same across-the-board percentage increase, if any, received by the ECRA bargaining unit represented by UTLA.

8.2 – Salary Step and Placement

- Add/modify language for employees not to be penalized for school closure and/or absences due to pandemic related conditions. [detailed language to be provided]
- Add language to prevent wage reduction for employees that transfer/promote to a different classification. [detailed language to be provided]
- Add language to address employees working outside their classification and to ensure that employees are working in the proper classification. [detailed language to be provided]

8.5 – Building & Grounds, Evening Shift

- Add/modify language for Building & Grounds Workers that normally work the Evening shift to receive the evening shift pay for their entire shift as long as the employee completes their scheduled shift unless earlier shift start time (before 12:00 p.m.) is by employee request. [detailed language to be provided]

Article 11 – Vacations and Holidays

11.1 – Vacation

- Add/modify language for employees not to be penalized for school closure and/or absences due to pandemic related conditions. [detailed language to be provided]

11.2 – Holidays

- Add Cesar Chavez Day and Juneteenth to the list of paid Holidays.

Article 12 – Leaves of Absence

- Add new sub-article for Child Care Leave (Paid and/or Unpaid)
 - Detailed language to be provided during negotiations (consistent with UTLA language).
 - Include option for 6 weeks paid leave paid fully by ECRA.
- Add new sub-article for Catastrophic Leave (consistent with UTLA)
 - Detailed language to be provided/determined at later date.

Article 15 – Emergency Closure

- Remove “due to fire” from the first sentence.

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Article 19 – Grievance Procedures

- Add language for expedited arbitration option. [detailed language to be provided]

Appendix B – Salary Schedule

- Add language/wage figures to stagnate years so that all years are reflected as having an increase. [detailed language/wage figures to be provided]
- Add the Master’s Degree (M.A./M.S.) wage premium to all classifications.

Appendix – Work Calendars (for each school year)

- Add language that all schedules/work calendars for the term of this Agreement need to be mutually agreed and memorialized when they become available. [detailed language to be provided]
- Modify language allowing employees to utilize up to their full vacation accrual for use on unassigned days.

Provisions of the existing Collective Bargaining Agreement not specifically mentioned above shall remain unchanged and in full force, except to reflect necessary date changes and/or changes in law, bringing those articles current. AFSCME Local 540, reserves the right to: add to, delete from or otherwise alter, amend, or modify its proposals in whole or in part at any time during these negotiations. Additionally, AFSCME Local 540 reserves the right to submit proposals or counter proposals in response to any proposals or counterproposals hereafter submitted by ECRA.

Sincerely,

Russell Maitland

Russell Maitland
Chief Negotiator
AFSCME District Council 36
(on behalf of AFSCME Local 540)