

TO: Frances Arce-Gomez, President  
CSEA Chapter #472

FROM: Travis Gregory and John Lau, Negotiators  
Imperial Community College District

DATE: Nov 16, 2011

SUBJECT: Request to Open Contract for 2012-2013

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The Imperial Community College District elects to open negotiations for the 2012-2013 school year and gives notice of its intention to commence multiyear negotiations on the following with association representatives:

ARTICLE 4 - EMPLOYEE RIGHTS

The district elects to open ARTICLE 4.5 to clarify unit members who also work as part-time faculty members.

ARTICLE 8 - SALARY

The district elects to open ARTICLE 8 and will submit a proposal that compensation be determined based upon any net change in apportionment (i.e. cost of living increases) from the State and other unrestricted revenue received by the district, as well as any change in expenses to the district, with contingencies for any mid-year budget cuts imposed by the State. The district will also submit a proposal that aligns the months of service worked by a position with the current needs of the District (with considerations made to the elimination and/or reduction of intersessions, etc.).

ARTICLE 9 – RECLASSIFICATION OF POSITION AND CLASSIFICATION OF NEW POSITIONS

The district elects to open ARTICLE 9 and will submit a proposal that includes changes to the criteria and procedure sections.

ARTICLE 10 - INSURANCE

The district elects to open ARTICLE 10 and will submit a proposal that modifies the coverage options based on total costs for ICSVEBA members and retirees.

## ARTICLE 11 - LEAVES

The district elects to open ARTICLE 11 and will submit a proposal that revises the accumulation, request process, and utilization of certain leaves of absence.

## ARTICLE 15 – HOURS, OVERTIME, OTHER CONDITIONS

The district elects to open ARTICLE 15.1 and will propose more flexible language to address the workweek along with a more prescriptive process for compensatory time.

## ARTICLE 19 - DISCIPLINARY PROCEDURE

The district elects to open ARTICLE 19 DISCIPLINARY PROCEDURE and will submit a proposal that revises the Pre and Post-disciplinary hearing procedures.

## Exhibit C

The district elects to open the Exhibit which outlines the “Lower Included Classifications for Reassignment at Layoff”, and will make recommendations to move certain positions to a different group along with eliminating those positions which no longer exists within the bargaining unit.