ARTICLE 4

NEGOTIATIONS

4.1 Successor Agreement/Reopeners - The parties agree to conduct negotiations on the matter of a successor agreement or reopeners on wages, hours and other terms and conditions of employment.

4.2 CSEA Proposal - CSEA's initial proposal shall be submitted to the District no later than April 15 of each contract renewal or reopener year.

4.3 Public Notice and Hearings - The District shall cause all public hearings and publish CSEA's initial proposal within thirty (30) days of presentation of CSEA's initial proposal. The District shall cause all public hearings and publish its initial proposal within sixty (60) days of CSEA's initial proposal.

4.4 Commencement of Negotiations - Negotiations shall commence at a mutually acceptable time and place for the purpose of considering changes in the agreement.

4.5 Impasse - If notice has been given in accordance with the preceding sections, and the parties have not been able to agree upon terms of a new agreement, either party may institute impasse procedures according to the impasse procedures of the Government Code.

4.6 Release Time

4.6.1 Negotiations

4.6.1.1 No paid released time shall be used or granted CSEA representatives for negotiation preparation.

4.6.1.2 A maximum of five (5) authorized employee members of the CSEA collective bargaining committee shall be released from their regular work duties, with pay, when negotiating meetings are scheduled during regular working hours. Negotiation team members shall be allowed to adjust their work hours when negotiation meetings extend beyond the team member’s scheduled working hours.

4.6.1.3 The CSEA chapter president shall be given two (2) hours of release time per week to hold office hours. During this time the chapter president may meet with unit employees or District representatives in regard to employer-employee relations matters. The two hours shall be fixed each week.

4.6.1.4 The District shall pay the cost of installing a phone for CSEA chapter president use. CSEA shall pay the cost of the phone.

4.6.1.5 Scheduling of release time shall be coordinated with the supervisor so as to minimize disruption to the District's operation.

4.7 Ratification of Additions or Changes - Any additions or changes in this agreement shall not be effective unless reduced to writing and properly ratified and signed by both parties.
4.8 **Agreement of Parties** - This agreement contains the agreement of the parties as to all existing matters. Nothing contained herein shall be interpreted as precluding the right of CSEA and the District to mutually agree in writing to negotiate on matters which develop after entering into this agreement.

4.8.1 Should any new agreement (side letter) be reached after the agreement is signed by both parties, the side letter shall be made available at Human Resources to any unit employees upon request.

All 'side letter' agreements reached prior to this contract which are still in effect shall be made available at Human Resources to any unit employees upon request.