



**2016 Contract Sunshine Reopener Proposal
AFT 6157 Opening Proposal October 11, 2016**

The following represents the opening proposal from the San José/Evergreen Federation of Teachers AFT 6157 (Union) to the District. The Union reserves the right to add, amend, delete or change any of these proposals: 2 Articles of Choice and Articles 8, 9, 17, and 18.

Article 8 Full-Time Salary, Hire Dates and Seniority Number

Equitable Compensation Adjustments for Full time Faculty

Article 9 Adjunct Faculty and Substitutes

Equitable Compensation Adjustments for Adjunct Faculty

Pay for Committee Work

Increase Pay for Office Hours ½ hour to 1 Hour

Health Benefits-Make Improvements including EAP

Implement AB 1690 SRP- Increase 40%; due process for loss of SRP

Retirement Incentive Comparable to the Golden Handshake

Article 11 Working Days/Calendars

Calendar for 2018-2019

Article 12 Workload, Class Size, Class Cancellation

Set Time period for When Grades are Due

Add Dental Assisting and Nursing/CNA for Increased Lab Load

11 Month Calendar for Health Center Coordinators/Case Manager/DSP Faculty
Coordination/Instructor

Article 17 Benefits

Remove Medical Benefit Cap

Work on Joining a JPA with Same Benefits

Article 18 Retirement

Remove Medical Benefit Cap

Work on Joining a JPA with Same Benefits

Golden Handshake with Guarantee that Vacant Positions are filled within 12 months