



Local 101

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September 30, 2024

Sent Via Email

Dominic Bejarano
Assistant Superintendent, Administrative Services
San Jose Unified School District
855 Lenzen Avenue
San Jose, CA 95126

Re: Sunshine Proposal for Successor Negotiations

Dear Mr. Bejarano:

Pursuant to Article 4000 – Negotiation Procedures of the CBA between the San Jose Unified School District and AFSCME Local 101, we are hereby serving notice of our intent to enter into successor negotiations. AFSCME is prepared to negotiate in good faith the following articles:

- Article 3000 – Term of the Agreement
 - o AFSCME is proposing to modify the term and reopener language.
- Article 11000 – Vacation
 - o AFSCME is proposing to clarify the use of vacation during District closure days.
- Article 12000 - Leaves of Absence
 - o AFSCME is proposing to update the bereavement and sick leave to be consistent with the changes in law.
- Article 13000 – Blank
 - o AFSCME is proposing to incorporate the MOU pertaining to reinstatement/reemployment after separation.
- Article 17000 – Promotion
 - o AFSCME is proposing to modify the language to include that internal employees are to be considered first for a promotion before considering outside candidates.
- Article 19000 - Transportation Assignments
 - o AFSCME is proposing to add the 11-month Bus Driver assignment.
- Article 24000 – Safety
 - o AFSCME is proposing to modify the safety shoes and safety clothing language.
- Article 25000 – Pay
 - o AFSCME is proposing to modify the language to provide for negotiated pay increases during the term of the contract.

We are looking forward to meeting with you and your team.

Sincerely,

Jo Bates
Business Agent

cc: Israel Goins
AFSCME Bargaining Team
Peter Park
Ben Spielberg