

Via Email

October 31, 2023

Charo Albarran
Associate Vice President, Office of HR, Training & Development
2277 Napa-Vallejo Highway
Napa, CA 94558

Dear Ms. Albarran,

The Service Employees International Union (SEIU), Local 1021, hereby proposes to negotiate a Successor Collective Bargaining Agreement with Napa Valley College (District) for the period of July 1, 2024 through June 30, 2027.

SEIU wishes to meet and confer and bargain in good faith over the following items:

- **Article 2 – Union Rights**
- **Article 5 – Vacancies**
- **Article 7 – Salary Guide**
- **Article 8 – Evaluation of Employees**
- **Article 9 – Wages, Fringe Benefits**
- **Article 11 – Leave**
- **Article 12 – Vacation**
- **Article 13 – Holidays**
- **Article 14 – Hours and Overtime**
- **Article 15 – Transfer and Career Opportunity**
- **Article 16 – Reclassification**
- **Article 19 – Staff Development**
- **Article 25 – Union Packet and Distribution Thereof**

SEIU wishes to create articles or amend current articles to include the following:

- **Article TBA – Reassignment**
- **Article TBA – Temporary Reassignment**
- **Article TBA – Involuntary Reassignment**
- **Article TBA – Workload**
- **Article TBA – Stipends**
- **Article TBA – Bilingual Compensation**
- **Article TBA - Telecommute Policy**
- **Article TBA – Degree Compensation**
- **Article TBA – Custodial Stipends**
- **Article TBA – Flex Day Professional Development**

- **Article TBA – Departmental Restructure / District-wide Reorganization**
- **Article TBA – Internal Hiring and Promotional Growth**
- **Article TBA – Workplace Safety**
- **Article TBA – Hazard Compensation**
- **Article TBA – Leave of Absence to Vote**
- **Article TBA – Academic Calendar**
- **Article TBA – Multiple Supervisors for Classified Employee**

SEIU wishes to create a Student Housing Clause that may change Classified Professionals' operations of working hours and working conditions to be subject to a reopener for negotiations.

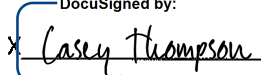
SEIU reserves the right to add, amend, modify, and change its proposals.

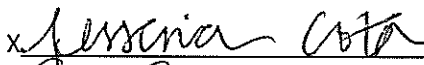
Please sunshine this notice per our request no later than November 16, 2023.

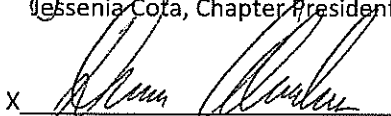
SEIU Local 1021 wishes to commence bargaining as soon as possible following sunshine.

If you have any questions, please contact me at casey.thompson@seiu1021.org or 707-291-7701.

Sincerely,

DocuSigned by:
X 
Casey Thompson, Field Representative, SEIU Local 1021

X 
Jessenia Cota, Chapter President, SEIU Local 1021

X 
Duane Almeida, Lead Negotiator, SEIU Local 1021

CC: SEIU Local 1021 Napa Valley College Union Executive Board
Kaden Kratzer, SEIU Local 1021 Education Team Field Director