

**SOUTHWESTERN COMMUNITY COLLEGE DISTRICT
COUNTERPROPOSAL TO SOUTHWESTERN COLLEGE EDUCATION ASSOCIATION**

December 12, 2013

Presented via email at 3:30 P.M.

The following is a last, best, and final offer presented by the Southwestern Community College District to the Southwestern College Education Association ("SCEA") intended to settle and close out contract negotiations between the parties through the end of the 2013-14 academic year. If accepted, the substantive language presented below, along with the terms of the 2009-2012 collective bargaining agreement ("CBA") between the District and SCEA, shall constitute the terms of a one-year CBA for the 2013-14 academic year.

This proposal is submitted with the understanding that both parties wish to close out negotiations for the 2013-14 academic year as soon as reasonably possible, and that the parties may continue to address other CBA language issues and the ongoing labor management relationship in their collective bargaining for the 2014-15 academic year and ensuing years.

PROPOSAL TERMS

1. For 2013-14, the District shall provide each SCEA unit member with an off-schedule, one-time payment at the close of the academic year that is equivalent to 1.57% of the unit member's 2013-14 base salary.
2. Starting in the 2013-14 academic year, the District shall contribute an additional \$400,000 to the existing \$800,000 commitment for a total contribution of \$1.2 million to the District-wide employee Health and Welfare Plan.
3. Neither party will seek further concessions from the other relating to contract negotiations for the 2013-14 academic year and may bargain over any such issues in future negotiations.

The District believes that a prompt and final resolution of these negotiations will benefit the parties and the campus community, and therefore asks SCEA to promptly present this offer to its Rep Council and constituency.

If this is an acceptable offer, the District requests that SCEA provide written notice (by email, fax, mail, or delivery) of its tentative agreement to these terms to a member of the District's Bargaining Team or the Superintendent/President on or before 12:00 p.m. on Friday, December 20, 2013.

If an extenuating circumstance exists, SCEA is encouraged to communicate with the District regarding its ability to respond by December 20th. If notice of acceptance is not received by that date, the District will presume that SCEA has rejected the offer and will consider taking further action to fulfill its collective bargaining obligations under the EERA.