

**Associated Administrators of Los Angeles
Initial Proposals
For 2017 Successor Agreement Negotiations**

Composition of Bargaining Unit

To be referenced in Article I, Recognition.

Improved working conditions of affected members

As referenced in part in Article VII, Evaluation and Due Process.

Upgraded support for employees reduced in force or transferred

As referenced in part in Article IX, Administrative Assignments and Transfers.

Updated contract language regarding personal necessity leaves

As referenced in Article XI, Leaves and Absences.

Improved compensation package

As referenced in Article XII, Salaries.

Revised provisions regarding the 1994 Accrual Bank

As referenced in Article XIII, Holidays and Vacations.

Term of Agreement

AAALA proposes a one (1) year Agreement effective July 1, 2017.

Associated Administrators of Los Angeles reserves the right to add to, modify, delete, or revise the foregoing, and submit additional proposals.