

28 Upon receipt of the District's written notice, CSEA shall notify the District in writing within
29 ten (10) working days of its intent to meet and negotiate over the proposed removal and its
30 effects.

31 No position shall be removed from the bargaining unit until the District has satisfied its
32 notice and bargaining obligations under this Article, unless otherwise mutually agreed by
33 the District and CSEA.

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35 **2.3.1 New Classifications**

36 Before adding any new job classification, the District shall provide written notice to CSEA.
37 Upon receipt of the District's written notice, CSEA shall notify the District in writing within
38 ten (10) working days of its intent to meet and negotiate over the establishment, unit
39 placement, and effects of the proposed classification.

40 No new classification shall be implemented, filled, or assigned duties until the District has
41 satisfied its notice and bargaining obligations under this Article, unless otherwise
42 mutually agreed by the District and CSEA.

43 ~~2.3.2~~ **2.3.3 Effects Bargaining**

44 Bargaining under this Article shall include, but not be limited to, the effects of any
45 proposed action on bargaining unit employees, including layoffs, reassignments,
46 transfers, workload, compensation, hours, and working conditions.