

MARCH 22, 2022

Governing Board Meeting Agenda Category: INFORMATION AGENDA

Subject: Presentation of the Peralta Community College District's Initial Proposal for Collective Bargaining Agreement with International Union of Operating Engineers Local 39 ("Local 39") for a successor Agreement for 2022-2025

Type: Information

California Government Code section 3547 requires that all initial proposals of exclusive representatives and the District shall be presented at a public meeting of the Board of Trustees. Subsequently, a public hearing is held regarding the proposal for public input before bargaining begins. A public hearing is scheduled to be held at the April 12, 2022 Board meeting.

Pursuant to Government Code Section 3547, the Peralta Community College District presents its initial contract proposals with Local 39 for contract years 2022 to 2025.

Peralta Community College District proposes to reopen negotiations with the following initial proposals for the Regular Employees Collective Bargaining Agreement:

- Article 3 Non-Discrimination:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 8 Disciplinary Action:
 - The District will propose to update the procedures for disciplinary action and appeal.

- Article 9 Leaves:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 10 Filling of Vacancies; Article 21: Transfers:
 - The District will propose to modernize and revise contract language regarding vacancies, promotions, and employee development.

- Article 15 Position Audits / Classification Study:
 - The District will propose to update the Reclassification process to improve efficiencies and better serve employee, District, and student needs.

- Article 18 Holiday Schedules:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 19 Employee Evaluations:

- The District will propose to update the evaluation procedure.
- Article 22 Grievance Procedure:
 - The District will propose to update the procedures to improve efficiency and communication protocols.
- Article 24 Health and Welfare Benefits; Appendices 1 (Health Benefits) and 2 (Health Plan Coverage Comparison):
 - The District will propose to update cost-effective District-provided health insurance plans; Clean up and clarify contract language; and Develop a mechanism to consider and evaluate future changes to retiree health benefits.
- Article 25 Safety:
 - The District will propose to update the contract to comply with applicable changes in the law.
- Article 26 Pay and Allowance; Appendix 2 Salary Schedule:
 - The District will present proposals for compensation for employees represented by the bargaining unit for 2022-2025, in a manner that is fair and reasonable, and supported by the District's revenue sources for the term of the agreement.
 - The District will present proposals to update and clarify the duration of the "me too" provision in the collective bargaining agreement.
- Appendix 5 Local 39 / District Tentative Agreements:
 - Evaluate side letters and propose to update, delete, revise or incorporate into CBA

Peralta Community College District proposes to reopen negotiations with the following initial proposals for the Hourly Employees Collective Bargaining Agreement:

- Article 3 Equal Employment Opportunity (EEO):
 - The District will propose to update contract language to comply with legal requirements.
- Article 9 Pay and Allowance:
 - The District will present proposals for compensation for employees represented by the bargaining unit for 2022-2025, in a manner that is fair and reasonable, and supported by the District's revenue sources for the term of the agreement.
 - The District will present proposals to update and clarify the duration of the "me too" provision in the collective bargaining agreement.
- Article 13 Safety:
 - The District will propose to update the contract to comply with applicable changes in the law.

- Article 14 Grievance Procedure:
 - The District will propose to update the procedures to improve efficiency and communication protocols.

- Article 18 Sexual Harassment:
 - The District will propose to clean up language and update to comply with changes in the law.

- Appendix 2 Tentative Agreements:
 - Evaluate side letters and propose to update, delete, revise or incorporate into CBA

Peralta Community College District also reserves the right to add, amend, delete or change any of these proposals, and to present additional proposals that are presented in the collective bargaining process and are mandatory subjects of bargaining.