

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 Service Employees International Union Local 1021 ("SEIU") 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 SEIU Local 1021 for contract years 2022 to 2025.

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

- Article 4 Employee Rights:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 6 Organizational Rights:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 5 Evaluation:
 - The District will propose to update the evaluation procedure.

- Article 9 Hours and Overtime:
 - The District will propose work schedules and telecommute protocols to meet student, employee, and District needs.

- Article 10 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 propose to update the Reclassification process to improve efficiencies and better serve employee, District, and student needs.

- Article 11 Health and Welfare Benefits:
 - 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 13 Leaves:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 14 Vacation:
 - The District will propose to introduce strategies to address long-term fiscal liability due to unlimited vacation accruals.

- Article 17 Promotions and Employee Development:
 - The District will propose to modernize and revise contract language regarding vacancies, promotions, and employee development.

- Article 21 Grievance Procedure:
 - The District will propose to update the procedures to improve efficiency and communication protocols.

- Article 22 Disciplinary Action:
 - The District will propose to update the procedures for disciplinary action and appeal.

- Article 28 Sexual Harassment:
 - The District will propose to modernize language and update to comply with changes in the law.

- Appendix 4 SEIU Release Time:
 - The District will propose to update contract language for release time.

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

- Article 3 Affirmative Action:
 - The District will propose to update contract language to comply with legal requirements.

- Article 4 Employee Rights:
 - The District will propose to clean up language and update to comply with changes in the law.

- Article 8 Hours and Overtime:
 - The District will propose work schedules and telecommute protocols to meet student, employee, and District needs.

- 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 propose to update the working out of classification process to improve efficiencies and better serve employee, District, and student needs.

- Article 14 Grievances:
 - 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.

- Article 19: Negotiations/Duration
 - The District will propose clean up language to revise length of the Agreement.

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.