

**DISTRICT REVISED PACKAGE PROPOSAL
SIDE LETTER AGREEMENT
BETWEEN PERALTA CCD AND SEIU LOCAL 1021
RE: ARTICLE 10 PAY AND ALLOWANCE AND ARTICLE 11 HEALTH AND
WELFARE BENEFITS, REMOTE WORK**

WHEREAS, the Peralta Community College District ("District") and Service Employees International Union Local 1021 ("Union") (collectively "the parties") are subject to a collective bargaining agreement ("CBA") which expired June 30, 2022;

WHEREAS, the District and Union are in bargaining for a successor CBA;

WHEREAS, the District and Union intend to make changes to District-offered medical insurance plans for implementation on January 1, 2023; however, bargaining over a successor CBA is not expected to be completed in time for implementation;

WHEREAS, the quote for medical insurance plans which results in savings that can be redirected toward salaries expires January 1, 2023, 90 days' notice is required for the medical insurance plan changes, and thus the September 27, 2022 Board meeting the last potential day for approval in order to capture the cost savings identified by the District;

WHEREAS, the District and Union agree to negotiate the following changes separate and apart from negotiation of other changes to the CBA;

NOW THEREFORE, the District and Union agree to the following side letter agreement, which will be incorporated into the successor CBA in 2022 when agreement is so reached by the parties.

The District and the Union agree to the following changes to the 2015-2018 CBA, (as subsequently amended most recently by the 2021-2022 Extension Agreement). The parties agree that this side letter settles all other issues related to:

- Article 10.1 Regular Rate of Pay;
- Article 10.2 Pay Rates;
- Article 10.6 Longevity;
- Article 10.9 Multilingual Pay;
- Article 11 Health and Welfare Benefits and
- Remote Work

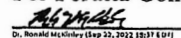
for the purpose of 2022 negotiations over a successor CBA.

All terms presented in this side letter are contingent on Board approval of the SISC health insurance plans, as proposed, on a District-wide basis on September 27, 2022, and the District's transition to SISC health insurance plans by January 1, 2023. In the event the Board does not approve SISC health insurance plans on September 27, 2022 and the District does not transition to SISC health insurance plans on January 1, 2023, this offer is withdrawn in its entirety and the parties will re-negotiate over Articles 10 and 11.

This side letter is subject to the signatures below and approval by the District Board of Trustees.

SO AGREED:

For Peralta Community College District:


Dr. Ronald McKinley (Sep 22, 2022 18:37 EDT)

09/22/2022

Dr. Ronald McKinley, Interim Vice Chancellor of HR & ER

Date

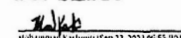

Che Johnson (Sep 22, 2022 11:15 PDT)

09/22/2022

Che Johnson, Chief Spokesperson

Date

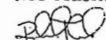
For SEIU:


Mo Kashmiri (Sep 23, 2022 06:55 PDT)

09/23/2022

Mo Kashmiri, SEIU Field Representative

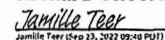
Date



09/23/2022

Richard Thoele, SEIU President

Date


Jamille Teer (Sep 23, 2022 09:40 PDT)

09/23/2022

Jamille Teer, SEIU Vice President

Date

For Peralta Community College District:


Jannett Jackson (Oct 3, 2022 19:56 CDT)

10/03/2022

Jannett N. Jackson, PhD, Interim Chancellor

Date

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10.2 Fiscal Year 2022-23

The District will provide SEIU 1021 bargaining unit members an across the board 6% ongoing Cost of Living Adjustment (COLA) applied to the salary schedules. The District will provide up to ninety (90) days of retroactivity for this COLA, which shall be effective no sooner than July 1, 2022. Employees shall be paid the first pay period after ratification of the agreement by the Board of Trustees.

Fiscal Year 2023-24

The District agrees to reopen Article 10 for fiscal year 2023-24 for negotiations over salary.

Effective January 1, 2024, the District will assess the District-wide savings that has resulted from the transition to SISC health insurance plans between January 1, 2023 and January 1, 2024. If the savings resulting from the health insurance plan change for calendar year 2023 exceeds \$3,900,000, the District will:

- a. Divide the amount of additional savings in excess of \$3,900,000 for calendar year 2023 by the number of full time faculty and classified staff. Once informed of the amount of the SEIU share, SEIU will determine and inform the District of the formula for distributing the lump sum payments to full and part time faculty.
- b. Effective January 1, 2024, salaries for faculty and classified staff will be increased in an amount equal to the amount of savings above \$3,900,000 in 2023.

Fiscal Year 2024-25

The District agrees to reopen Article 10 for fiscal year 2024-25 for negotiations over salary.

Health Insurance Transition Saving Market Increase

Contingent on SISC health insurance plans going into effect on January 1, 2023, salary schedules will be increased by four percent (4%), effective January 1, 2023. This increase will occur if and only if the District and Union agree to transition to SISC medical insurance plans and revisions to Article 11 Health and Welfare Benefits. The changes to Article 11 and this market increase are contingent on District-wide implementation.

Me Too (2022-23, 2023-24, 2024-25)

If, during the duration of this agreement, the District agrees to provide a higher salary increase to another employee group, upon finalization of such an

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agreement, the District shall provide members of SEIU Local 1021 the same salary increase paid to other employee groups.

Class and Compensation Study

The District will issue a Request for Proposal to undertake a comprehensive compensation and classification study for benchmark classifications for SEIU by January 1, 2023. The District and the Union will meet to discuss the initial RFP before it is submitted. The District and the Union agree to ongoing collaboration with the company that is selected to perform the study. The District shall bear the full cost of the study. The study will be conducted in conformity with generally accepted compensation methodology. The District will endeavor to ensure the study is completed no later than January 1, 2025.

Within 30 days of the study being complete,

1. The full results will be distributed to the Union, and
2. The District will meet & confer with the Union before implementing adjustments to salary and job descriptions.

Article 10.1

Contingent on SISC health insurance plans going into effect on January 1, 2023, the District shall add a new Step F (6) at 5% above the existing Step E (5) (top step), effective January 1, 2023.

10.6 Longevity

The District agrees to additionally compensate long service as follows, effective the first full pay period following ratification and approval by the Board of Trustees:

<u>Years of Service</u>	<u>Additional Amount</u>
a. 1 st day of 10 th year of service	\$1,375 per year
b. 1 st day of 15 th year of service	\$1,650 per year
c. 1 st day of 20 th year of service	\$1,925 per year

Part-time permanent employees shall receive long service (longevity) on a prorated basis.

10.9 Multi-Lingual Pay

Employees represented by SEIU Local 1021 who are required either by their job description or in writing by their first-level manager to utilize a second language, including Braille or sign language, shall be eligible for a premium pay of \$100 per month if the employee utilizes the required skills a minimum of 20 percent (20%) of the employee's working time. This provision does not apply to persons employed as

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interpreters or instructional assistant/ASL.

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For Peralta Community College District:


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Dr. Ronald McKinley, Interim Vice Chancellor of HR & ER Date


Che Johnson (Sep 22, 2022 17:15 PDT) 09/22/2022

Che Johnson, Chief Spokesperson Date

For SEIU:


Mohammad Kashimiri (Sep 23, 2022 06:55 PDT) 09/23/2022

Mo Kashimiri, SEIU Field Representative Date


Richard Thoele, SEIU President 09/23/2022

Richard Thoele, SEIU President Date


Jamille Teer (Sep 23, 2022 09:40 PDT) 09/23/2022

Jamille Teer, SEIU Vice President Date

For Peralta Community College District:


Jannett N. Jackson (Oct 3, 2022 19:56 CDT) 10/03/2022

Jannett N. Jackson, PhD, Interim Chancellor Date

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- 11.1 **Health and Welfare Benefits** (See Appendix 1 for current information and updates.) The District shall provide to each Benefits Eligible unit member and his/her eligible family members, health and welfare benefits. Health and welfare benefits are defined as medical, prescription drugs, dental, vision, employee and dependent life insurance, accidental death and dismemberment, long- term disability, and the employee assistance program (EAP).
- 11.2 The parties agree that the Health and Benefits Committee shall continue to study manners and mechanisms which will reduce the impact of health and welfare costs to the District. The Health and Benefits Committee shall consist of representatives from all shared governance groups including a representative of SEIU Local 1021 to review potential changes and/or modification to health and benefits plans. The role of the Committee shall be limited to making recommendations to the unions and the District. (Current committee includes several additional members; confidential, retirees, student, etc.) **The Health and Benefits Committee shall also study the impact of a potential universal healthcare solution, and how much it could save the District and employees in costs. The District will take any letter of political intent or resolution drafted by the Union to its Board of Trustees for consideration related to a universal healthcare solution.**

11.3 **District Offered Health and Welfare Benefit Plan**

Heath Insurance Transition 2023

Effective January 1, 2023, the District will transition its health insurance plans to plans offered by the Self-Insured Schools of California (SISC) as described below. The District will continue to fund the Health and Welfare Program and absorb any increase in premium rates at the current benefit level for the duration of this Agreement.

General Conditions

Both parties acknowledge:

1. No reduction in any benefit that is provided in the 2022 Agreement occur due to failure to include said benefit in this Agreement, unless such reduction is specifically indicated in this Agreement.
2. Benefits shall be equal to or greater than existing benefits as summarized in the plans described in **Appendix 1** (including dependents' coverage where applicable).

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3. The health and welfare plans shall be contractually arranged by the District. Said contracts are hereby made a part of this Agreement and shall be consistent with the terms of this Agreement. Said contracts and related documents (loss ratios, premium rates, et al) are to be made available to the SEIU representative(s) during normal District business hours. There are no changes to the plans that provide Life Insurance and Accidental Death and Dismemberment (AD&D) benefits, the Dental Plan, the Flexible Benefits Plan, and the Commuter Expense Plan.
4. The description of the employee's medical benefits plan included in this Agreement shall replace the **Anthem PPO** and modify the current Kaiser plan. The current medical benefit plans shall remain in effect until the new plans are fully operational and implemented. All health and welfare plans shall be contractually arranged by the District and said contracts are hereby made a part of this agreement.
5. The District shall cover the cost of any changes in PCCD's SISC plan or Kaiser plan that result in reduced benefits or increased contributions for members during the term of this 2022 agreement. In subsequent agreements, the union reserves the right to negotiate with the district over Peralta's ongoing responsibility to cover such costs.
6. SEIU and the District agree to meet and discuss the resolution of any unforeseen service delivery problems that may arise concerning the administration of health and welfare benefits.
7. This agreement does not supersede any rights vested under California law.
8. The District shall provide to each eligible employee and their eligible family members health and welfare benefits. Health and welfare benefits are defined as medical, prescription drugs, dental, vision, employee and dependent life insurance, accidental death and dismemberment, long-term disability, and the employee assistance program (EAP).
9. **Pursuant to Appendix 1, page 97 of the 2015-2018 successor agreement, the District and the Union agree to continue bargaining to resolve the distribution of cost-saving funds that have been collected by the District, if any. This process shall be completed before March 1st, 2023.**

The District will offer the following health and welfare benefits plan to eligible employees:

A. Medical Insurance

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Effective January 1, 2023, eligible employees represented by the bargaining unit may select among the following medical plans, and the District will contribute to the cost of premiums for full-time, eligible employees as follows:

1. Kaiser Foundation Health Plan will be at no cost to eligible employees and their qualifying dependents.
2. **PPO plan: Eligible employees enrolled in the PPO plan shall pay 6.9% of the premium cost for single SISC PPO Plan 1, and 7.5% for the two party and family of SISC PPO Plan 1, and the District will pay the remainder of the premium cost of the SISC PPO Plan 1, except as follows:**
 - i. For eligible employees enrolled in the PPO “Lite” plan as of December 31, 2022, who choose to enroll in the PPO plan effective January 1, 2023, will be grandfathered with an employee monthly contribution of:

Single \$15/month

Two-party \$30/month

Family \$45/month

Enrolled individuals will receive the medical insurance coverage and additional wellness benefits offered by the selected plan. Additional wellness benefits include, for example, gym membership discounts and employee assistance program benefits. Details of the medical insurance coverage offered in each plan, plus the additional wellness benefits (referred to as “Value Added Programs”) are attached at Appendix 1.

3. Within ninety (90) days of the Board of Trustees’ approval of this side letter, the District agrees to work with SISC to find an additional PPO plan option with a lower employee cost share and with the same provider network as the new SISC PPO Plan, and will add the plan effective March 1, 2023. The District will provide a new open enrollment opportunity when the new plan is added. If there is a delay in implementation, between March 1, 2023 and when the SISC “Lite” (SISC PPO 2) plan becomes available, all eligible employees will be able to participate in the SISC PPO at a member cost of:

Single \$15/month

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Two-party \$30/month

Family \$45/month

B. Dental Insurance

Eligible employees may select among the plans as follows:

1. Delta Dental or such other plan that provides equivalent benefits.
2. United Healthcare Dental. The District's maximum contribution for dental will be at the United Healthcare (UHC) Dental family rate.

C. Life Insurance paid for by the District.

D. Long-Term Disability Insurance paid for by the District.

E. Vision Coverage. At no cost to the District, a voluntary vision benefit is available for employee optional enrollment.

At no cost to the District, a vision benefit will be provided under the PPO plan. Under the plan, the plan participant can go to a licensed practitioner for a vision examination. If this practitioner prescribes corrective lenses, then there is a vision hardware benefit available. It is offered on an in and out-of-network basis.

The vision benefit is offered only to those regular employees and their eligible dependents who enroll in the PPO plan. The plan participant will pay any additional costs, if any.

The vision benefit is offered only to those regular employees and their eligible dependents who enroll in the PPO plan. The plan participant will pay any additional costs, if any.

2. Kaiser (Kaiser Optical Services) Purchases for frames every 24 months at a maximum allowance of \$150 or \$150 for contacts every 12 months. The Kaiser Vision Benefit is a rider to the medical plan, and requires a \$10 co-payment for the examination by a Kaiser optometrist. The Kaiser EOC does not limit the number of these visits. The \$10 co-payment is for every plan participant

F. Employee Assistance Program: provided by the District at no cost to employees.

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11.4 Conditions

1. Coverage begins on the first of the month following the date of hire, provided the following conditions are met:
 - a. Actual date of hire is prior to the 20th of the month;
 - b. All enrollment forms/on-line elections for health and welfare benefits are received by the District prior to the 20th of the month
 - c. It shall be the member's responsibility to return all enrollment forms for health and welfare benefits to the District by the agreed upon deadline. Failure to do so shall hold the District harmless from any claim made in this period. In any case, all enrollment forms must be received by the District within 30 days of the date of hire. Failure to comply may result in the delay of providing coverage.
 - d. If both spouses are employed by the District, they shall each be eligible severally for all health and welfare benefits. The only exception is that the dependent children shall not be covered by both.
 - e. All dependents must be added at the time of employee's enrollment or within 30 days of new birth or marriage or addition of a new dependent. The following plans include dependent coverage.
 1. Medical Insurance
 2. Dental Insurance
 3. Life Insurance

2. The District shall provide a semi-annual orientation with brochures describing each benefit program and provider; information about other insurance that is available to purchase; and sign off sheet that indicates the new person has been the given choices **they have** regarding benefits.

11.5 Cash-in-Lieu /Opt-Out Option (Medical and Dental Only)

1. Eligible employees who sign an attestation and release and provide proof of other minimum essential group medical coverage as defined by the Affordable Care Act and/or group dental coverage may decline enrollment into a medical and/or dental plan with the District.
 - a. Eligible employees who receive medical insurance cash-in-lieu effective December 31, 2022, who continue to opt out of District-paid medical

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insurance coverage will receive a monthly amount of two hundred twenty-five dollars (\$225) (this reimbursement is an all or nothing option, employee and all eligible dependents (if applicable) must waive off the plan to be eligible for this flat reimbursement amount). Employees receiving cash-in-lieu as of January 1, 2023 who subsequently enroll in District medical insurance plans, and then opt-out at a later date, will no longer be eligible for medical insurance cash-in-lieu.

2. In addition to the medical monthly flat reimbursement for waiver of coverage due to other group medical coverage, a flat monthly amount of twenty-five dollars (\$25) for group dental waiver is also available. Again, this reimbursement is an all or nothing option, employee and all eligible dependents (if applicable) must waive off the plan to be eligible for this flat reimbursement amount.

- Participation in the Opt-Out Option for group medical and/or group dental is 100% voluntary; and
- The amount is paid on a monthly basis; and
- The amount is paid on an after-tax basis (taxable income to the employee); and
- The amount will not be pro-rated to the FTE; and
- Election of group medical and group dental opt-out is mutually exclusive, the member may elect to opt-out of medical only, dental only, or medical and dental combined.
- Continues into retirement until the attainment of Medicare eligibility.

11.6 Opt- out Election

It is the responsibility of the member to complete the requisite items as indicated below during open enrollment (no exceptions will be provided):

- Cash-in-lieu form; and
- Provide District with written verification of other group medical and/or dental coverage from the insurer within thirty (30) days from the election to participate in the District's cash-in-lieu plan.

11.7 Opt- in

It is the responsibility of the member to complete the enrollment form and submit documentation within thirty (30) days of initial hire, open enrollment or a

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qualifying event as defined by the Health Insurance Portability and Accountability Act of 1996. **Qualifying events include:**

Marriage, Divorce, Legal Separation, Birth, Adoption, Death, Termination of employment (unit member or eligible dependents);

Exhaustion of COBRA, Individual no longer resides or works in HMO service area, individual ceases to be a dependent, Plan terminates a benefit plan option, Children's Health Insurance Plan/Medicaid Rule; Meeting or exceeding a plans lifetime maximum on all benefits.

By opting-in, you will receive benefits in effect at the time of the opt-in.

11.8 Survivor Rights

1. Upon the death of the employee, the surviving spouse and all dependent children and posthumous children (until all such children would no longer be eligible to receive paid medical benefits had the employee survived) shall receive paid medical benefits consistent with the coverage provided to active employees at the time of the employee's death.
2. Said spouse shall then have the option of buying into the District medical benefits program by the timely payment of premiums as stipulated by the District for the lifetime of the spouse or as long as **they are** eligible under the guidelines identified below.
3. Only the surviving spouse and dependent children (including posthumous children) covered by the employee's medical plan at the time of the death of the employee are eligible for this coverage.
4. In the event of the death of the employee and/or his/her spouse, the dependent children and posthumous children of the employee shall receive paid medical benefits until all such children would no longer be eligible to receive paid medical benefits had the employee survived.
5. If there are no dependent children, the surviving spouse shall have the option of buying into the District medical benefits program by the timely payment of premiums as stipulated by the District for the lifetime of the spouse or until s/he is no longer eligible under the guidelines identified below.

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- a. Eligibility for medical benefits will terminate for the surviving spouse and dependent children upon the re-marriage of the surviving spouse.
 - b. Eligibility for medical coverage will apply only if the surviving spouse and dependent children have no other group medical coverage or if the surviving spouse must pay for other group health coverage. Annual documentation will be required.
4. Eligibility for this benefit replaces COBRA. The surviving spouse and dependent children will not be eligible for COBRA.
 5. Eligibility conditions for Retirees health and welfare benefits shall be as follows:

11.9 Retirees

A. Hired on or after July 1, 2004

1. Vesting for retirement benefits for all employees hired on or after July 1, 2004 will be ten (10) years. Employees retired from regular contract service at the age of 50 or older with at least 10 (ten) years of service shall receive these retiree benefits.
2. Employees hired on or after July 1, 2004 who retire before the attainment of age of Medicare eligibility (currently 65 with minor exceptions) and who have 10 (ten) years or more of service will be able to continue coverage under the Active plan at district expense until **they reach** the age of Medicare eligibility (currently 65). When they become eligible for Medicare, these retired employees are expected to enroll in Medicare Parts A and B upon proof of notification. No other benefits are available to those retirees who have attained the age of Medicare eligibility (currently age 65). Any spouse or dependent of a retiree currently eligible for benefits during the retiree's lifetime (under the terms of the Local 790 7/1/00-6/30/03 contract) shall be covered under the Active plan at district expense until **they reach** the age of Medicare eligibility (currently 65), or until **they are** no longer a dependent as defined in the aforementioned contracts. In the event of the death of the retiree prior to the spouse or dependent reaching the age of Medicare eligibility (currently 65), the dependent may purchase the Active plan until s/he reaches the age of Medicare eligibility (currently 65).

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3. Employees hired on or after July 1, 2004 who work full-time beyond the attainment of age of Medicare eligibility will remain on the District's medical plans, like any other active employee. Once retired, an employee may elect COBRA (self-pay) on the plan in which they were enrolled. They shall also enroll in Medicare Parts A and B, upon proof of notification from the District. It is the Retiree's responsibility to maintain a current address and telephone number with the District.

B. Hired before July 1, 2004

1. Consistent with the status quo, employees retiring from the District with ten (10) years of vested service and at the age of 50 or older shall receive these retiree benefits.
2. Mandated Enrollment in Medicare Parts A and B. Retired unit members, upon reaching Medicare eligibility age, shall enroll in Medicare Parts A and B, and notify the District of their enrollment. Employees hired before July 1, 2004 shall become eligible for Medicare by paying District-reimbursed Medicare tax. When such employees reach the age of Medicare eligibility (currently age 65) they shall enroll in Medicare Parts A and B, provided the District pays 100% of the current and future costs of Medicare premiums and continues to provide, at District expense, medical coverage consistent with coverage offered to active employees at time of retirement. The District shall pay or reimburse the retiree for the current and future costs of the Medicare premiums. The District shall pay the Medicare taxes of such employees. After enrolling in Medicare, no individual shall receive less coverage (for example, reduced benefits, increased co-pays, increased deductibles) as a result of enrolling in Medicare.
3. Active employees hired before July 1, 2004 who are not currently paying into Medicare shall pay Medicare taxes, if they are not at the present time.
4. Any spouse or dependent of a vested, retired employee who was hired prior to July 1, 2004, shall be covered during the retiree's lifetime at District expense under medical coverage that is consistent with the coverage offered to active employees at the time of retirement, or until s/he is no longer a spouse or dependent. The retiree, spouse and eligible dependent shall, upon reaching the age of Medicare eligibility (currently age 65), each enroll in Medicare Parts A and B and the District shall immediately, and thereafter, pay 100% of the current and future costs of Medicare premiums. No individual

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shall receive less coverage (for example, reduced benefits, increased co-pays, increased deductibles) as a result of enrolling in Medicare.

5. Employees hired prior to July 1, 2004 who work beyond the attainment of Medicare eligibility (currently age 65) will remain on the District's medical plans, like any other active employee. When they retire, they must enroll in Medicare Parts A and B. The District shall immediately and thereafter pay 100% of the current and future costs of Medicare premiums for the employee. No individual shall receive less coverage (for example, reduced benefits, increased co-pays, increased deductibles) as a result of enrolling in Medicare. The employee's spouse and eligible dependents shall enroll in Medicare when eligible and no individual shall receive less coverage as a result of enrolling in Medicare.
6. Survivor Rights: Upon death of the retiree, the surviving spouse and eligible dependent(s) shall have the option of buying into the District Medical benefits program consistent with the coverage offered at active employees at the time of the retiree's retirement by the timely payments of premiums as stipulated by the District for the lifetime of the spouse or until such time as s/he is no longer eligible as defined in language above. This option shall also be applicable to dependent children.

11.10 Registered Domestic Partners

Health, vision and dental insurance plan benefits have been extended to domestic partners **who fill out an affidavit**

- 11.11 Federal and/or State Actions** - Federal and/or State Actions If, during the term of this Agreement, the state or federal government adopts health insurance legislation/regulations that affect either the cost and/or benefits received by employees eligible to participate in the District health plans as defined in this Agreement, this Article 11 may be reopened.

11.12 Me-too Clause

If during the life of this Agreement, the District agrees to provide a higher amount to another employee group for cash-in-lieu of, upon finalization of such an agreement, the District shall provide members SEIU Local 1021 the same amount paid to other employee groups for opting-out.

11.13 Re Openers

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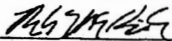
ARTICLE 11

HEALTH AND WELFARE BENEFITS

Any increase or decrease in funding or change in available resources, including but not limited to cost of living and growth monies, the District and SEIU Local1021 agree to re-open negotiations regarding the allocation of these funds.

SO AGREED:


For Peralta Community College District:


Dr. Ronald McKinley (Sep 22, 2022 18:37 EDT)

09/22/2022

Dr. Ronald McKinley, Interim Vice Chancellor of HR & ER

Date



Che Johnson (Sep 22, 2022 17:15 PDT)

09/22/2022

Che Johnson, Chief Spokesperson

Date

For SEIU:


Mohammad Kashmiri (Sep 23, 2022 06:55 PDT)

09/23/2022

Mo Kashmiri, SEIU Field Representative

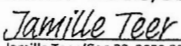
Date



09/23/2022

Richard Thoele, SEIU President

Date


Jamille Teer (Sep 23, 2022 09:40 PDT)

09/23/2022

Jamille Teer, SEIU Vice President

Date

For Peralta Community College District:



10/03/2022

Jannett Jackson, PhD, Interim Chancellor

Date

PERALTA COMMUNITY COLLEGE DISTRICT –SEIU LOCAL 1021
TENTATIVE AGREEMENT
SUCCESSOR COLLECTIVE BARGAINING AGREEMENT NEGOTIATIONS
Revised Date: 9/22/22
PACKAGE HEALTHCARE/WAGES/REMOTE WORK PROPOSAL

Telework

The District will maintain and follow an Administrative Procedure to provide the process for employees to request regularly scheduled telework. The District will initiate a shared governance process in consultation with, but not limited to the Peralta Classified Senate within 30 days of the ratification of this side letter of agreement. The District will endeavor to bring the final recommendation from the PGC (Participatory Governance Council) for promulgation by the Chancellor by January 31, 2023. The District will meet and confer to negotiate any impacts or effects, (including a remote work application form) of the Administrative Procedure within 30 days of a demand by the Union.

Any employee shall be allowed to submit a Remote Work Application for consideration. The District and Union's intent is to ensure that the remote/hybrid work policy is consistently applied throughout the District.

SEIU may request information regarding remote work applications and outcomes.

Both parties agree that short-term remote work may be made available on an ad-hoc basis to accommodate exigent circumstances.

SO AGREED:

For Peralta Community College District:


Dr. Ronald McKinley (Sep 22, 2022 18:37 EDT) 09/22/2022

Dr. Ronald McKinley, Interim Vice Chancellor of HR & ER Date


Che Johnson (Sep 22, 2022 17:15 PDT) 09/22/2022

Che Johnson, Chief Spokesperson Date

For SEIU:


Mohammad Kashmiri (Sep 23, 2022 06:55 PDT) 09/23/2022

Mo Kashmiri, SEIU Field Representative Date


Richard Thoele, SEIU President 09/23/2022

Richard Thoele, SEIU President Date


Jamille Teer (Sep 23, 2022 09:40 PDT) 09/23/2022

Jamille Teer, SEIU Vice President Date

For Peralta Community College District:


Jannett N. Jackson (Oct 3, 2022 19:56 CDT) 10/03/2022

Jannett N. Jackson, PhD, Interim Chancellor Date










SEIU Side Letter

Final Audit Report

2022-10-04

Created:	2022-10-03
By:	Socorro Taylor (staylor_esig@peralta.edu)
Status:	Signed
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"SEIU Side Letter" History

-  Document created by Socorro Taylor (staylor_esig@peralta.edu)
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-  Document emailed to samiri@peralta.edu for approval
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-  Signer samiri@peralta.edu entered name at signing as Sasha Amiri-Nair
2022-10-03 - 10:02:13 PM GMT- IP address: 98.45.51.211
-  Document approved by Sasha Amiri-Nair (samiri@peralta.edu)
Approval Date: 2022-10-03 - 10:02:14 PM GMT - Time Source: server- IP address: 98.45.51.211
-  Document emailed to Jannett Jackson (jjackson@peralta.edu) for signature
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-  Document e-signed by Jannett Jackson (jjackson@peralta.edu)
Signature Date: 2022-10-04 - 0:56:37 AM GMT - Time Source: server- IP address: 172.56.89.240
-  Agreement completed.
2022-10-04 - 0:56:37 AM GMT

