

**INITIAL PROPOSAL FOR SUCCESSOR AGREEMENT
FROM THE
PERALTA COMMUNITY COLLEGE DISTRICT
TO THE
IUOE LOCAL 39**

September 15, 2010

ARTICLE 12: HOURS OF WORK

The concepts upon which the District wishes to negotiate over Hours & Overtime include the following:

- Clarification on assigning a 4 day, 10 hour work schedule during the summer

ARTICLE 24: HEALTH & WELFARE BENEFITS

The concepts upon which the District wishes to negotiate over Health & Welfare Benefits include the following:

- Fair and equitable Health & Welfare Benefits while maintaining the fiscal integrity of the District

ARTICLE 18: HOLIDAY SCHEDULE

The concepts upon which the District wishes to negotiate Holidays include the following:

- Flexibility in holiday observance

ARTICLE 27: LAYOFF & REEMPLOYMENT

The concepts upon which the District wishes to negotiate Layoff & Reemployment includes the following:

- Clarification of management rights regarding lay-off procedures

ARTICLE 22: GRIEVANCE PROCEDURES

The concepts upon which the District wishes to negotiate over the Grievance Procedures include the following:

- To include an additional step for mediation in the Grievance Procedure before arbitration

ARTICLE 26.2 AND 26.3: PAY ALLOWANCE

The concepts upon which the District wishes to negotiate over the Pay and Allowance procedure include the following:

- Temporary freezing of step and column increases to maintain the fiscal integrity of the District
- Clarify use of any Cost of Living Adjustment monies, as identified and funded by the State, new General Fund, Growth money, and non-designated money coming into the District that is funded by the State
- Temporary furlough days by employees to maintain the fiscal stability of the District

ARTICLE 34 : DURATION

The concepts upon which the District wishes to negotiate over the Duration of agreement include the following:

- The District proposes that Article 34 be revised to reflect a three-year agreement and caused to read: "Except as is otherwise provided in Article 34, of this Agreement shall become effective upon ratification by both parties and remain in full force and effect through June 30, 2013, and from year to year thereafter unless either party submits appropriate notice to amend or modify the agreement for a subsequent term.

GENERAL CLEANUP OF CONTRACT LANGUAGE

The concepts upon which the District wishes to negotiate include the following:

- Clarify and update relevant management titles throughout the contract and update other general contract language

The District reserves the right to add or modify its proposals during the negotiations process

**INITIAL PROPOSAL FOR SUCCESSOR AGREEMENT
FROM THE
PERALTA COMMUNITY COLLEGE DISTRICT
TO THE
SEIU LOCAL 1021**

September 15, 2010

ARTICLE 4: PERSONNEL FILE

The concepts upon which the District wishes to negotiate over include the following:

- Request to remove documents from the personnel file

ARTICLE 5.1: EMPLOYEE EVALUATION PROCEDURES

- Clarify the definitions of exceptions regarding timeline for employee evaluation.

ARTICLE 9: HOURS & OVERTIME

The concepts upon which the District wishes to negotiate over Hours & Overtime include the following:

- Clarification on assigning a 4 day, 10 hour work schedule during the summer

ARTICLE 10.1 AND 10.2: PAY & ALLOWANCE

The concepts upon which the District wishes to negotiate over the pay and allowance procedure include the following:

- Temporary freezing of step and column increases to maintain the fiscal integrity of the District
- Clarify use of any Cost of Living Adjustment monies, as identified and funded by the State, new General Fund, Growth money, and non-designated money coming into the District that is funded by the State
- Temporary furlough days to maintain the fiscal stability of the District

ARTICLE 11: HEALTH & WELFARE BENEFITS

The concepts upon which the District wishes to negotiate over Health & Welfare Benefits include the following:

- Fair and equitable Health & Welfare Benefits to employees while maintaining the fiscal integrity of the District

ARTICLE 14: VACATION

The concepts upon which the District wishes to negotiate vacation accumulation include the following:

- Clarify the procedures regarding accumulation of vacation days

ARTICLE 15: HOLIDAYS

The concepts upon which the District wishes to negotiate Holidays include the following:

- Flexibility in holiday observance
- Incorporate the Side Bar Agreement between the District and SEIU Local 1021 regarding the exchange of Admissions Day to Cesar Chavez Day

ARTICLE 16.4: TRANSFER AND ARBITRATION

The concepts upon which the District wishes to negotiate Arbitration include the following:

- Clarification of management right of assignment regarding personnel

ARTICLE 17.2.2: POSTING & FILLING TEMPORARY VACANCIES

The concepts upon which the District wishes to negotiate Posting & Filling Temporary Vacancies include the following:

- Clarification of management rights regarding the needs of the District to temporarily employ short-term hourly employees for the Childcare Department in order to maintain the viability of the program and meet the needs of the students.

ARTICLE 17.2.6: APPOINTEE DISAGREEMENT WITH SCREENING COMMITTEE

The concepts upon which the District wishes to negotiate include the following:

- Clarification of the Screening Committee member role and reporting of concerns regarding the Screening Committee process.

ARTICLE 18: LAYOFF AND REEMPLOYMENT

The concepts upon which the District wishes to negotiate Layoff and Reemployment Rights includes the following:

- Clarification of management rights regarding lay-off procedures

ARTICLE 21: GRIEVANCE PROCEDURES

The concepts upon which the District wishes to negotiate over the Grievance Procedure include the following:

- To include an additional step of mediation in the Grievance procedure to occur before arbitration

ARTICLE 22.4: CHARGES FOR DISCIPLINARY ACTION

The concepts upon which the District wishes to negotiate over the cause Disciplinary Action procedure include the following:

- Clarify causes for disciplinary actions.
- Clarification of notification procedure to the Chancellor regarding the arbitrator's award

GENERAL CONTRACT LANGUAGE

The concepts upon which the District wishes to negotiate include the following:

- Clarify and update management titles used throughout the contract and update other general contract language

ARTICLE 30.3.1: LENGTH OF AGREEMENT

The concepts upon which the District wishes to negotiate over the Length of Agreement include the following:

SEIU Local 1021 Initial Successor Agreement
September 15, 2010

- The District proposes that Article 30.3.1 be revised to reflect a three-year agreement and caused to read: "Except as is otherwise provided in Article 30.3.1, of this Agreement shall become effective upon ratification by both parties and remain in full force and effect through June 30, 2013, and from year to year thereafter unless either party submits appropriate notice to amend or modify the agreement for a subsequent term.

- Clarify the language regarding layoffs or involuntary reductions in work years

The District reserves the right to add or modify its proposals during the negotiations process

**INITIAL PROPOSAL FOR SUCCESSOR AGREEMENT
FROM THE
PERALTA COMMUNITY COLLEGE DISTRICT
TO THE
PERALTA FEDERATION OF TEACHERS**

September 15, 2010

ARTICLE 7: MANAGEMENT RIGHTS

The concepts upon which the District wishes to negotiate include the following:

- Clarify the District's Management Rights

ARTICLE 9: GRIEVANCE PROCEDURES

The concepts upon which the District wishes to negotiate over the Grievance Procedure include the following:

- To include an additional step for mediation in the Grievance procedure before arbitration

ARTICLE 11: EVALUATIONS

The concepts upon which the District wishes to negotiate over the Evaluations procedure include the following:

- Online student evaluations
- Streamline process for part-time faculty evaluation

ARTICLE 14: SPECIAL ASSIGNMENTS

The concepts upon which the District wishes to negotiate over Special Assignments include the following:

- Clarification of the District's need to decrease department chair release time to 7 FTEF District-wide instead of 15+

ARTICLE 17: ACADEMIC CALENDAR

The concepts upon which the District wishes to negotiate include the following:

- Clarify the adjustment of the Academic Calendar to include the exchange of Admissions Day Holiday to Cesar Chavez Holiday

ARTICLE 18 HOURS: WORKLOAD, & CLASS SIZE

The concepts upon which the District wishes to negotiate over Workload include the following:

- Clarification of the process for use of Load Banking to ensure District continuance with audit requirements and the Internal Revenue tax code
- Clarify the District's need to assign General Counselors, Categorically funded Counselors and Coordinators during the entire 12-month calendar year
- Clarify the District's need to assign Librarians during the entire 12-month calendar year
- Clarify the District's no load banking for summer school assignment
- Clarification of regular office hours for Librarians and Counselors per week
- Clarification of the District's need to eliminate Part-time Faculty Office Hours
- Clarify use of any Cost of Living Adjustment monies, as identified and funded by the State, new General Fund, Growth money, and non-designated money coming into the District that is funded by the State
- Implement furlough days
- Clarify the District's need to negotiate non-credit rate approximately 22 hours vs. 15 hours
- Temporary freeze of step and column
- Clarify the District's need to negotiate requiring 5 professional hours per week for all instructional and non-instructional faculty

- Clarify the District's need to establish no professional development time allocated for Tenured Evaluation if faculty are paid to serve on the Tenure Review Committee
- Clarify that parity pay for Part-time Faculty only

ARTICLE 22: HEALTH & WELFARE BENEFITS

The concepts upon which the District wishes to negotiate over Health & Welfare Benefits includes the following:

- Implement a fair and equitable Health & Welfare Benefits plan for all employees while maintaining the fiscal integrity of the District

ARTICLE 25: PROFESSIONAL DEVELOPMENT

The concepts upon which the District wishes to negotiate over Professional Development includes the following:

- Suspension of Sabbaticals for one year
- Clarify the District's need to reduce staff development District-wide to 1.0 FTE

ARTICLE 26: LEAVES

The concepts upon which the District wishes to negotiate over Leaves include the following:

- Clarification of the District's contract language regarding Family Care Leave and the existing Side Bar Agreement between the District and PFT

ARTICLE 34: TERM OF AGREEMENT

The concepts upon which the District wishes to negotiate over the term of agreement include the following:

- The District proposes that Article 34 be revised to reflect a three-year agreement and caused to read: "Except as is otherwise provided in Article 34, of this Agreement shall become effective upon ratification by both parties and remain in full force and effect through June 30, 2013, and from year to year thereafter unless either party submits appropriate notice to amend or modify the agreement for a subsequent term.

GENERAL CLEANUP OF CONTRACT LANGUAGE

The concepts upon which the District wishes to negotiate include the following:

- Clarify and update where relevant, management titles used throughout the contract and update other general contract language

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