

AFT Guild, Local 1931
SDCCD Classified Bargaining Unit

Summary of Proposed Changes to Collective Bargaining Agreement
10/10/2013

ARTICLE I - RECOGNITION

1. Update list of relevant job classifications.

ARTICLE III – EMPLOYEE ORGANIZATION RIGHTS

1. Provides for privacy of email accounts.
2. Encourages classified staff attendance twice per semester for on-site union meetings.
3. Clarifies and strengthens rights of classified staff with respect to disruptive/threatening students.
4. Codifies freedom of expression rights of classified staff.

ARTICLE V – WORKWEEK

1. Clarifies who immediate supervisor is.
2. Allows for the possibility of working from home, subject to approval from supervisor.
3. Allows for a rotation for third shift custodial assignments.
4. Clarifies lunch break shall be a minimum of 30 minutes, but may be extended based on mutual agreement.
5. Provides compensatory time for IT staff working 24 hour “on call” shifts.
6. Allows for reduction in classified contract assignment in order to teach a course in faculty bargaining unit.

ARTICLE VI – PAY AND ALLOWANCES

1. Provides for a rotation of out-of-class assignments.
2. Allows work boot to purchased from any vendor.
3. Codifies current practice regarding parking availability.

ARTICLE VII - BENEFITS

1. Clarification of medical benefits bridge for retired unit members over age 55 with 15 years of service.
2. Adds Dual Benefit coverage exclusion.
3. Allows unit members to utilize District childcare facilities.
4. Allows unit members to enroll in SDCCD courses free of charge.

ARTICLE X - VACATION

1. Removes vacation scheduling exception for 10 and 11 month unit members.

ARTICLE XI – SICK LEAVE AND PERSONAL NECESSITY LEAVE

1. Allows for advance accrual of sick leave.
2. Changes sick leave reporting to five days upon return to work.
3. Includes current practice on maternity leave.
4. Unifies personal leave provisions for all unit members.
5. Adds maternity leave as a qualifying event to accept catastrophic leave contributions.

ARTICLE XII – LONG TERM LEAVES OF ABSENCE

1. Expands Professional Study Leave to include all unit members.
2. Empowers Committee appointed by Classified Senate to grant Professional Study Leaves.
3. Codifies current practice regarding Military Leaves.

ARTICLE XIII – SHORT TERM LEAVES OF ABSENCE

1. Clarifies Personal Leave Without Pay procedures.
2. Unifies Personal Business Leave with pay procedures for all unit members.
3. Expands parental leave provision to non-birthing parent.
4. Updates bereavement leave definitions.

5. Changes jury duty leave reporting to five days upon return to work.

ARTICLE XV – PROFESSIONAL GROWTH

1. Allows educational units earned in advance of promotion to be applied upon promotion.
2. Ensures unit members have reassigned time to attend staff development activities.
3. Provides adequate reassigned time for senate officers to attend Classified Senate meetings.
4. Combines Travel and Conference funds into one pool for use by all classified staff.

ARTICLE XVI – EVALUATION

1. Changes frequency of mutual feedback conferences for permanent employees.

ARTICLE XVIII - CLASSIFICATION

1. Ensures reclassification panel has sufficient information necessary to make informed decisions.

ARTICLE XX – DISCIPLINE AND DUE PROCESS

1. Unifies discipline procedures for all unit members.
2. Codifies previously executed sideletter regarding investigation of complaints on unit members.

ARTICLE XXI – GRIEVANCE

1. Clarifies topics outside of scope of CBA where outside adjudication is required.
2. Updates language regarding selection of Arbitrator.

ARTICLE XXII – SAFETY

1. Requires emergency notification system to all unit members who have contact with students/public.
2. Collaborative training with UCLA Labor Occupational Safety Division to establish ergonomic standards.

ARTICLE XXIV – MAINTENANCE OF OPERATIONS

1. Deletes “Maintenance of Operations” clause.

ARTICLE XXVII – DURATION AND CONDITIONS

1. Legal/technical updates.
2. Three year agreement, July 1, 2013 through June 30, 2016.
3. Reopens on economic items through the Resource Allocation Formula (RAF).