**AFT Guild, Local 1931**

***Summary of Changes for***

***SDCCD Classified Professionals Contract***

***for the term December 1, 2020 – June 30, 2023***

**Article I: Recognition**

* Unit members serving in management/supervisory roles fall under CBA of that unit.

**Article II: AFT Membership Dues Deductions**

* Updated language to match current legal requirements.

**Article III: Employee Organization & Unit Member Rights**

* Updated language to match current legal requirements regarding employee orientations and union rights.

**Article IV: Employee Rights**

* New language to assist unit members impacted by immigration policies.

**Article V: Workweek and Hours of Work**

* Defines 24-hour period & ensures 12 hours between shifts.
* Allows unit members to work remotely with supervisory approval.
* Clarifies definition of overtime for all work schedules.
* Unifies overtime and comp. time calculations for all job classifications (pending availability of economic resources as per sideletter).
* Automatic payout of comp. time in excess of 240 hour limit.
* Clarifies scheduling and payout of excess comp. time.
* Allow unit members to utilize comp. time older than 6 months at their discretion.
* Ensures lactation rooms at each site.

**Article VI: Pay & Allowances**

* Clarifies definition of “Base Pay” vs. “Regular Pay.”
* All job classifications receive a 10% increase upon promotion (pending availability of economic resources as per sideletter).
* Shift differential schedules unified for all job classifications (pending availability of economic resources as per sideletter).
* Ensures pay for travel time for District business.
* District to pay for all safety glasses instead of coming out of VSP benefits (pending availability of economic resources as per sideletter).
* Boot allowance to apply to all safety related job classifications (pending availability of economic resources as per sideletter).
* Removes ability for initial salary placement higher than Step C with Chancellor approval.
* Codifies past practice of providing pay during campus closures due to natural disasters.

**Article VII: Employee Benefits**

* Increases Kaiser premium benefit contribution to 100% District paid coverage effective January 1, 2021.
* Ensures all unit members receive annual notice on dual coverage waiver.
* Increases dual coverage waiver by percentage increase in Kaiser premium each year.
* District to encourage participation in “Take Our Children to Work Day.”

**Article VIII: FMLA/CFRA/PDL**

* Added new table on pregnancy/child related leaves
* Added clarifying language and definitions for these leaves.

**Article X – Vacation**

* In cases of denial, supervisor required to state reason for denial and explore alternative dates.
* Increase vacation for to 16 days/year for 0-4 years of employment and 19 days/year for 5-10 years of employment (pending availability of economic resources as per sideletter).
* District can only force unit member to use vacation excess if prior requests have not been denied.

**Article XI: Sick Leave**

* Additional 12 days of sick leave for veterans with 30% disability to seek disability related treatment.
* Unifies sick leave report time to within 1 hour of start time of shift for all job classifications.
* Unit members who are victims of domestic violence, sexual assault, or stalking shall not need prior approval to utilize this leave for these purposes.
* Allows transfer of sick leave hours from previous District employment.
* Clarifies that unit members subject to quarantine related orders are entitled to utilize their sick leave.

**Article XII: Long-Term Leaves of Absence**

* Updates committee make up and timelines for application for professional study leave.
* Codifies six weeks paid maternity leave.
* Updates professional study leave timelines for application.

**Article XIII: Short-Term Leaves of Absence**

* Adds care-giving of family members as additional reason to grant Personal Business Leave.

**Article XV: Professional Growth**

* District to encourage participation in professional development including conferences.
* Tuition reimbursement simplified to include all job classifications to receive up to $3,500/year.
* Codifies classified senate officer stipends.
* Travel and conference committee composition and process streamlined.
* Added language about travel ban to certain states due to their discriminatory laws per Gov Code §11139.8.

**Article XVI: Evaluation**

* Clarifies that definitions are for the purpose of evaluations only–not rights to position or due process.
* Codified practice that supervisors’ written comments must utilize eval form in contract.

**Article XVII – Transfer, Reassignment, Promotion**

* Voluntary transfer & demotions to not have probationary period and considered permanent.
* Administrative transfers to not have probationary period and considered permanent.
* Probationary period upon promotion may be extended due to long term absences taken during probationary period.

**Article XIX - Seniority, Layoff, and Re-employment**

* Clarifies rights and seniority of laid off unit members when applying for vacant positions.

**Article XX - Discipline and Due Process**

* Probationary period may be extended due to long term absences taken during probationary period.

**Article XXII: Safety**

* New language regarding safe working indoor and outside temperature limits.

**Article XXVIII – Duration and Conditions**

* Updated contract duration dates to December 1, 2020 through June 30, 2023.
* Yearly re-openers on compensation and benefits if no RAF in place.