NOTICE OF
SPECIAL MEETING OF
THE BOARD OF TRUSTEES OF
THE SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

The Board of Trustees of
The San Francisco Community College District will meet on

LOCATION: OCEAN CAMPUS
MULTI-USE BUILDING, ROOM 140
50 PHELAN AVENUE, SAN FRANCISCO

DATE: Thursday, January 24, 2013
TIME: 8:30 P.M.

I. ROLL CALL

II. ACTION ITEMS:

A. Adopting the San Francisco Community College District’s Initial Proposal to Stationary Engineers Local 39 for a Collective Bargaining Agreement, After Public Comment

B. Adopting the San Francisco Community College District’s Initial Proposals to Service Employees International Union, Local 1021, AFL-CIO for a Collective Bargaining Agreement, After Public Comment

C. Adopting the San Francisco Community College District’s Initial Proposals to San Francisco Building and Construction Trades Council Unions for a Collective Bargaining Agreement, After Public Comment

III. DISTRIBUTION OF ANNUAL AUDIT REPORT – Vice Chancellor Peter Goldstein

IV. ADJOURNMENT

Members of the public shall have an opportunity to speak in accordance with Government Code 54954.3 and Education Code 72121.5. Moreover, the public shall have the opportunity to speak at each teleconference location in accordance to Government Code 54954.3 and Education Code 72121.5.

The San Francisco Community College District does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Persons who wish to request disability-related accommodations including sign language interpreters should contact Leilani Battiste, Title 5 ADA Compliance Monitor, 31 Gough Street, Room 9A, San Francisco, CA 94103, Phone: (415) 241-2294, Fax: (415) 241-2203. Please request accommodations as early as possible prior to the date of the Board meeting in order to assure the best possible arrangements.

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BOARD OF TRUSTEES

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DR. THELMA SCOTT-SKILLMAN, INTERIM CHANCELLOR
DATE: January 24, 2013  II-A

SUBJECT: SPECIAL
Adopting the San Francisco Community College District's Initial Proposal to Stationary Engineers Local 39 for a Collective Bargaining Agreement, After Public Comment
(Resolution No. 130124-II-A)

BACKGROUND INFORMATION:

On December 13, 2012, by Resolution No. 121213-S8, the Board of Trustees introduced the initial bargaining proposal of the San Francisco Community College District to Stationary Engineers Local 39 for a Collective Bargaining Agreement.

Government Code Section 3547 provides in relevant part that: (a) all initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public records; (b) meeting and negotiating shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and the public has the opportunity to express itself regarding the proposal at a meeting of the public school employer; and (c) after the public has had the opportunity to express itself, the public school employer shall, at a meeting which is open to the public, adopt its initial proposal.

At its January 24, 2013 special meeting, the Board of Trustees shall receive public comment on the District’s initial proposal for a successor Collective Bargaining Agreement and shall thereafter vote on adoption of such proposal as the District’s Initial Proposal.

RECOMMENDATION:

RESOLVED: That the Board of Trustees hereby adopts the District’s Initial Proposal to Stationary Engineers Local 39 for a Collective Bargaining Agreement, a copy of which is attached to, and is hereby incorporated by reference as part of, this Resolution.

Originators: Peter Goldstein with Mickey Branca
I. PRELIMINARY STATEMENT

The Collective Bargaining Agreement (CBA) between San Francisco Community College District (“District”) and Stationary Engineers, Local 39, AFL-CIO (“Local 39”) expires on June 30, 2013. In accordance with Government Code Section 3547, the District’s Initial Proposal for a successor CBA is hereby submitted for purposes of public notice at the December 13, 2012 meeting of the Board of Trustees. The Agenda for the next public meeting of the Board of Trustees subsequent to December 13, 2012 shall include an item calling for public comment and a vote by the Board of Trustees on adoption of the Initial Proposals.

The District’s proposals, in part, are intended to address structural deficiencies identified by the Accrediting Commission for Community & Junior Colleges (ACCJC) and the Fiscal Crisis & Management Assistance Team (FCMAT).

II. INITIAL PROPOSALS

The District proposes the following modifications and/or amendments to the present Agreement between the District and Local 39. The District does not at this time propose to modify the terms of Articles not referenced below; however, as referenced below, the District reserves its right to amend its Initial Proposal.

All Articles & Exhibits

Review for accuracy and relevancy and modify as appropriate.

Article VIII.E Probationary Period

Codify current practice of allowable extensions.

Article X Wages

The District proposes to negotiate wage-related matters (including wage increases and/or reductions, salary step increments, wages for newly processed employees, pay equity and inequity adjustments) in light of the District’s ability to pay and its need to operate within prudent guidelines regarding revenues, expenditures and reserves, and the wages received by employees with similar
responsibilities working for comparable employers. The District reserves the right to propose specific wage reductions for individual classifications based on pay in comparable jurisdictions.

Article IX.B Reduced Work Week

Delete reduced work week provisions; return to 40-hour work week.

Article XI.A Floating Holidays

Eliminate provision for three floating holidays.

Article XI.C Additional Days Off

1. Eliminate paid days off between Christmas and New Years holidays.

2. Eliminate paid days off during Spring Break.

Article XII.B2 Vacation Accrual

1. Reduce maximum accrual to 20 days per year.

2. Reduce maximum accrual to below 400 hours.

Article XII.B4 Pilot Wellness Incentive Program

Eliminate provisions for cash-out of accrued sick leave upon retirement.

Article XIII.B Insurance Benefits/Premiums

Reduce District contributions to medical care insurance premiums.

Article XIII.B (New Section) Insurance Benefits/Part Time Employees

Pro-rate District contributions to medical care insurance premiums for part time employees based on the number of hours worked.

Article XIII.C Prescription Drug Plan

Eliminate reimbursement of District co-payments.

Article XIII.E Dental/Orthodontia

District to contribute 50% of premium cost for dental coverage.

Article XIV (New Section) Retiree Medical Insurance Fund
Establish 2% employee contribution to the San Francisco Retiree Health Care Trust Fund.

Article XIV (New Section) Retiree Medical Insurance Eligibility

To the extent consistent with the San Francisco City Charter, increase eligibility requirements to qualify for District-paid retiree medical insurance.

Article XV.D Training, Career Development, Enrollment & Incentives

Eliminate waiver of enrollment fees.

Article XVI.F Vehicles

Eliminate vehicle take-home provision.

New Article Parking Permits

Establish Campus-wide parking permit program consistent with Education Code section 76360. The new policy would replace Article VIII.J.

New Article Payroll

Amend District policy from current bi-weekly payroll to monthly payroll.

Right to Amend

The District reserves its right to amend its Initial Proposal.
DATE: January 24, 2013

SUBJECT: SPECIAL
Adopting the San Francisco Community College District’s Initial Proposals to Service Employees International Union, Local 1021, AFL-CIO for a Collective Bargaining Agreement, After Public Comment
(Resolution No. 130124-II-B)

BACKGROUND INFORMATION:
On December 13, 2012, by Resolution No. 121213-S8, the Board of Trustees introduced the initial bargaining proposal of San Francisco Community College District to the Service Employees International Union, Local 1021, AFL-CIO for a Collective Bargaining Agreement.

Government Code Section 3547 provides in relevant part that: (a) all initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public records; (b) meeting and negotiating shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and the public has the opportunity to express itself regarding the proposal at a meeting of the public school employer; and (c) after the public has had the opportunity to express itself, the public school employer shall, at a meeting which is open to the public, adopt its initial proposal.

At its January 24, 2013 special meeting, the Board of Trustees shall receive public comment on the District’s initial proposal for a successor Collective Bargaining Agreement and shall thereafter vote on adoption of such proposal as the District’s Initial Proposal.

RECOMMENDATION:

RESOLVED: That the Board of Trustees hereby adopts the District’s Initial Proposals to the Service Employees International Union, Local 1021, AFL-CIO for a Collective Bargaining Agreement, a copy of which is attached to, and is hereby incorporated by reference as part of, this Resolution.

Originators: Peter Goldstein with Mickey Branca
SAN FRANCISCO COMMUNITY COLLEGE DISTRICT'S INITIAL PROPOSALS REGARDING NEGOTIATIONS WITH SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, FOR A SUCCESSOR AGREEMENT
SUNSHINED December 13, 2013

I. PRELIMINARY STATEMENT

The Collective Bargaining Agreement (CBA) between San Francisco Community College District ("District") and SEIU Local 1021 ("SEIU") expires on June 30, 2013. In accordance with Government Code Section 3547, the District’s Initial Proposal for a successor CBA is hereby submitted for purposes of public notice at the December 13, 2012 meeting of the Board of Trustees. The Agenda for the next public meeting of the Board of Trustees subsequent to December 13, 2012 shall include an item calling for public comment and a vote by the Board of Trustees on adoption of the Initial Proposals.

The District’s proposals, in part, are intended to address structural deficiencies identified by the Accrediting Commission for Community & Junior Colleges (ACCJC) and the Fiscal Crisis & Management Assistance Team (FCMAT).

II. INITIAL PROPOSALS

The District proposes the following modifications and/or amendments to the present Agreement between the District and SEIU. The District does not at this time propose to modify the terms of Articles not referenced below; however, as referenced below, the District reserves its right to amend its Initial Proposal.

All Articles & Exhibits

Review for accuracy and relevancy and modify as appropriate.

Article 8.E Personnel Files, Adverse Actions

Eliminate 30 day limitation on timing for imposition of discipline.

Article 9.D Discipline, Progressive Discipline

Eliminate 30 day limitation in timing for imposition of discipline.

Article 13.D Staff Development, Educational/Wellness Opportunities/Enrollment Fee Waiver Program

Eliminate waiver of enrollment fees.

Article 28.A 1.1, 1.2 Fringe Benefits, Medical

Reduce District contributions to medical care insurance premiums.
Article 28.A  1. Fringe Benefits, Medical

   Pro-rate District contributions to medical care insurance for part time employees based on the number of hours worked.

Article 28.D Dental/Orthodontia

   District to contribute 50% of premium cost for dental coverage.

Article 28.B Prescription Drug Plan

   Eliminate reimbursement of District co-payments.

Article 28.F (New Section) Retiree Medical Insurance

   Establish 2% employee contribution to the San Francisco Retiree Health Care Trust Fund.

Article 28.F (New Section) Retiree Medical Insurance

   To the extent consistent with the San Francisco City Charter, increase eligibility requirements to qualify for District-paid retiree medical insurance.

Article 34.I Additional Days off With Pay

1. Eliminate paid days off between Christmas and New Years holidays.

2. Eliminate paid days off during Spring Break.

Article 37.A Wages

   The District proposes to negotiate wage-related matters (including wage increases and/or reductions, salary step increments, wages for newly processed employees, pay equity and inequity adjustments) in light of the District's ability to pay and its need to operate within prudent guidelines regarding revenues, expenditures and reserves, and the wages received by employees with similar responsibilities working for comparable employers. The District reserves the right to propose specific wage reductions for individual classifications based on pay in comparable jurisdictions.

Article 37.B Payroll

   Amend District policy from current bi-weekly payroll to monthly payroll.

Article 37.C-E Steps 6-8 of the District Salary Schedules

   Eliminate extra steps; highest step shall be step 5.

Article 37.F Addition of Step(s) to the District's Salary Schedules

   Eliminate implementing language relating to salary steps 9 & 10.

Article 39.A Vacation Accrual
1. Reduce maximum accrual to 20 days per year.

2. Reduce maximum accrual to below 400 hours.

**Article 42.B Duration of Probationary Period**

Codify current practice of allowable extensions.

**Article 44.E Reduced Work Week -- Use of RWW Time**

Delete reduced work week provisions; return to 40 hour work week.

**Article 48 Wellness Incentive Program**

Eliminate provisions for cash-out of accrued sick leave upon retirement.

**New Article Parking Permits**


**Exhibit A Listing of Classifications**

Update listing of bargaining unit classifications as appropriate.

**Right to Amend**

The District reserves its right to amend its Initial Proposal.
DATE: January 24, 2013

SUBJECT: SPECIAL

Adopting the San Francisco Community College District’s Initial Proposals to San Francisco Building and Construction Trades Council Unions for a Collective Bargaining Agreement, After Public Comment
(Resolution No. 130124-II-C)

BACKGROUND INFORMATION:

On December 13, 2012, by Resolution No. 121213-S8, the Board of Trustees introduced the initial bargaining proposal of the San Francisco Community College District to the San Francisco Building and Construction Trades Council Unions for a Collective Bargaining Agreement.

Government Code Section 3547 provides in relevant part that: (a) all initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public school employer and thereafter shall be public records; (b) meeting and negotiating shall not take place on any proposal until a reasonable time has elapsed after the submission of the proposal to enable the public to become informed and the public has the opportunity to express itself regarding the proposal at a meeting of the public school employer; and (c) after the public has had the opportunity to express itself, the public school employer shall, at a meeting which is open to the public, adopt its initial proposal.

At its January 24, 2013 special meeting, the Board of Trustees shall receive public comment on the District’s initial proposal for a successor Collective Bargaining Agreement and shall thereafter vote on adoption of such proposal as the District’s Initial Proposal.

RECOMMENDATION:

RESOLVED: That the Board of Trustees hereby adopts the District’s Initial Proposals to the San Francisco Building and Construction Trades Council Unions for a Collective Bargaining Agreement, a copy of which is attached to, and is hereby incorporated by reference as part of, this Resolution.

Originators: Peter Goldstein with Mickey Branca
SAN FRANCISCO COMMUNITY COLLEGE DISTRICT’S INITIAL PROPOSALS REGARDING NEGOTIATIONS WITH SAN FRANCISCO BUILDING AND CONSTRUCTION TRADES COUNCIL UNIONS, FOR A SUCCESSOR AGREEMENT

SUNSHINED December 13, 2012

I. PRELIMINARY STATEMENT

The Collective Bargaining Agreement (CBA) between San Francisco Community College District (“District”) and San Francisco Building and Construction Trades Council (“SFBCTC”) expires on June 30, 2013. In accordance with Government Code Section 3547, the District’s Initial Proposal for a successor CBA is hereby submitted for purposes of public notice at the December 13, 2012 meeting of the Board of Trustees. The Agenda for the next public meeting of the Board of Trustees subsequent to December 13, 2012 shall include an item calling for public comment and a vote by the Board of Trustees on adoption of the Initial Proposals.

The District’s proposals, in part, are intended to address structural deficiencies identified by the Accrediting Commission for Community & Junior Colleges (ACCJC) and the Fiscal Crisis & Management Assistance Team (FCMAT).

II. INITIAL PROPOSALS

The District proposes the following modifications and/or amendments to the present Agreement between the District and SFBCTC. The District does not at this time propose to modify the terms of Articles not referenced below; however, as referenced below, the District reserves its right to amend its Initial Proposal.

All Articles & Exhibits

Review for accuracy and relevancy and modify as appropriate.

Article III.A Wages

The District proposes to negotiate wage-related matters (including wage increases and/or reductions, salary step increments, wages for newly processed employees, pay equity and inequity adjustments) in light of the District’s ability to pay and its need to operate within prudent guidelines regarding revenues, expenditures and reserves, and the wages received by employees with similar responsibilities working for comparable employers. The District reserves the right to propose specific wage reductions for individual classifications based on pay in comparable jurisdictions.

Article IX.B Reduced Work Week

Delete reduced work week provisions; return to 40 hour work week.

Article III.F Floating Holidays
Eliminate provision for three floating holidays.

**Article III.J Additional Days Off**

1. Eliminate paid days off between Christmas and New Years holidays.
2. Eliminate paid days off during Spring Break.

**Article III.N2 Vacation Accrual**

Eliminate cash-out provision for cash out of accrued hours over 480 upon retirement; reduce maximum accrual to below 400 hours.

**Article III.P.1a Insurance Benefits/Premiums**

Reduce District contributions to medical care insurance premiums.

**Article III.P.1b Insurance Benefits/Part Time Employees**

Pro-rate District contributions to medical care insurance premiums for part-time employees based on the number of hours worked.

**Article III.P.2 Prescription Drug Plan**

Eliminate District reimbursements of employee co-payments.

**Article III.P.4 Dental/Orthodontia**

District to contribute 50% of premium cost for dental coverage.

**Article III (New Section) Retiree Medical Insurance Fund**

Establish 2% employee contribution to the San Francisco Retiree Health Care Trust Fund.

**Article III (New Section) Retiree Medical Insurance Eligibility**

To the extent consistent with the San Francisco City Charter, increase eligibility requirements to qualify for District-paid retiree medical insurance.

**Article III.S Parking Permits**

Establish Campus-wide parking permit program consistent with Education Code section 76360. The new policy would replace existing Article III.S.

**Article III.W Pilot Wellness Incentive Program**

Eliminate provisions for cash-out of accrued sick leave upon retirement.

**Article IV.D Training, Career Development, Enrollment & Incentives**

Eliminate waiver of enrollment fees.
Article V.F Vehicles

Eliminate vehicle take-home provision.

New Article Payroll

Amend District policy from current bi-weekly payroll to monthly payroll.

Right to Amend

The District reserves its right to amend its Initial Proposal.