DATE: February 14, 2003
TO: Board of Trustees
FROM: Dr. Philip R. Day, Jr.
Chancellor
SUBJECT: SPECIAL
Recommend Adoption of Modified Wage Rates, Benefit Levels and Other Terms and Conditions of Employment for Unrepresented Classified Building Trades Supervisory and Building Trades Employees for Fiscal Year 2002-2003 and Fiscal Year 2003-2004
(Resolution No. 030214-S5)

BACKGROUND INFORMATION:
The administration previously provided the non-exclusive representative of the specified “Building Trades Supervisory” and “Building Trades” employees (hereinafter “employees”) with an opportunity to “meet and discuss” the wage and benefit issues under contemplation consistent with the Board of Trustees’ obligation as a public school employer under the Educational Employment Relations Act. The administration subsequently recommended adjusting the wage rates, benefit levels, and other terms and conditions of employment for employees for Fiscal Year 2002-2003. Thereafter, the Board of Trustees adopted modified wage rates, benefit levels and other terms and conditions of employment for employees for Fiscal Year 2002-2003 pursuant to Board of Trustees Resolution No. 020829.S1. Subsequently, the administration approached the non-exclusive representative of the employees to discuss further modification to wage and benefit items for Fiscal Year 2002-2003 and for Fiscal Year 2003-2004. The administration has subsequently recommended adjusting wage rates, benefit levels, and other terms and conditions of employment for employees for Fiscal Year 2002-2003 and Fiscal Year 2003-2004, as set forth in Attachment A.

SHARED GOVERNANCE REVIEW:
Yes:_____; No:_x___; if yes, which committee:______________________________  
Date of Review: ________________________

RECOMMENDATION:
RESOLVED: That the Board of Trustees adopts the modified wage rates, benefit levels and other terms and conditions of employment for the “Building Trades Supervisory” and “Building Trades” employees as set forth in Attachment A, for Fiscal Year 2002-2003 and Fiscal Year 2003-2004;

FURTHER BE IT RESOLVED: That this Resolution supersedes Board of Trustees Resolution No. 020829.S1 in its entirety;

FURTHER BE IT RESOLVED: That the Chancellor and the Vice Chancellor of Finance and Administration, and/or their designee(s) are hereby authorized and directed to implement this Resolution and to submit any necessary finance resolutions to fund implementation of this Resolution.

Originator: Peter Goldstein
with Steve Hale

BOARD OF TRUSTEES
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ATTACHMENT A

MODIFIED WAGE RATES, BENEFIT LEVELS
AND OTHER TERMS & CONDITIONS OF EMPLOYMENT
FOR DISTRICT DESIGNATED
BUILDING TRADES SUPERVISORY AND BUILDING TRADES EMPLOYEES

I. CLASSIFICATIONS

The modified wage rates, benefit levels and other terms and conditions of employment as set forth herein shall be applicable to the positions and/or employees designated as “Building Trades Supervisory” or “Building Trades” in the following classifications:

A. BUILDING TRADES SUPERVISORY:
   7205 Chief Stationary Engineer

B. BUILDING TRADES:
   7333 Apprentice Stationary Engineer
   7334 Stationary Engineer
   7335 Senior Stationary Engineer

II. WAGE RATES

The hourly wage rates in effect as of July 1, 2002, shall be increased across the board by four and one-half percent (4.5%), effective April 30, 2004 (non-retroactive).

Employees who retire with an effective date between July 1, 2002, and June 30, 2003, shall receive a retroactive increase of two and one-half percent (2.5%); this 2.5% increase shall cover the period from July 1, 2002, through January 3, 2003, as appropriate. Additionally, employees who retire with an effective date between July 1, 2002, and June 30, 2003, shall receive a retroactive increase of four and one-half percent (4.5%); this 4.5% increase shall cover the period from January 4, 2003, through June 30, 2003, as appropriate.

III. BENEFIT LEVELS

Medical

1. The District shall continue to provide, in accordance with carrier requirements, medical care insurance programs to eligible employees as determined by the Health Service System.

1.1 The District shall continue to pay up to a total of $225.00 per month per employee only for employees who elect dependent coverage (for categories "employee plus one" and "employee plus two/family").

1.2 The District shall establish a health benefits supplemental fund for employees, to operate upon adoption of this Resolution by the Board. This fund shall exist only for the 2002-2003 Fiscal Year and the 2003-2004 Fiscal Year and shall be drawn from savings created by the salary structure for Fiscal Year 2002-2003 and Fiscal Year 2003-2004.
and shall not be extended absent mutual agreement of the parties. At the end of the
Fall 2002 semester, and the Spring 2003 semester and at the end of Fall 2003
semester and Spring 2004 semester, the District shall provide the following
reimbursements from this health benefits supplemental fund:

1.2.1 For the 2002-2003 Fiscal Year and for the 2003-2004 Fiscal Year, the District shall
reimburse “medically single” employees, i.e., benefited employees not receiving the
contribution paid by the District for dependent health care benefits, all of the premium
for the employee’s own health care benefit coverage for the health plan in which the
employee is enrolled as of July 1, 2002, up to a maximum reimbursement of $108.68
per semester.

1.2.2 For the 2002-2003 Fiscal Year and for the 2003-2004 Fiscal Year, the District shall
reimburse employees in the employee plus two or more dependents category for the
difference between the current maximum pick-up level ($225 per month) and the
contributions for the employee plus two dependent category in the health plan in
which the employee is enrolled as of July 1, 2002, up to a maximum reimbursement
of $602.42 per semester.

Additional Holidays

Employees shall be granted additional holidays on December 26, 27, 30 and
31, 2002 (previously provided). Employees shall be granted additional
holidays on December 26, 29, 30 and 31, 2003.

IV. OTHER TERMS AND CONDITIONS

Layoffs

It is understood that there will be no District-initiated layoffs of employees

Designated Days Off

The District shall provide on a one-time, non-precedent setting basis three
additional designated days off in Fiscal Year 2002-2003 as follows: July 5,
Employees who volunteer to work or who are required to work on any of
these days shall earn compensatory time at the rate of time and one-half.

Employees shall be granted additional days off with pay during Spring
Break 2003 (April 14 through April 18) and during Spring Break 2004 (April
5 through April 9).

Compensatory Time

The District shall provide a total of 40 hours of compensatory time (bonus
paid time off) for full-time, full-year employees to be awarded in Fiscal Year
2002-2003 (previously provided). This 40 hours of compensatory time is
not subject to the 240 hour maximum. Compensatory time granted
pursuant to this Resolution but not used at the time of an employee’s
termination of employment shall be paid in accordance with the
requirements of the Fair Labor Standards Act.

Shift Differential
Effective February 15, 2003, employees who work overtime between the hours of 5:00 PM and 7:00 AM shall be entitled to a shift differential of eight percent (8%) over and above the overtime compensation rate of one-and-one-half times the base hourly rate.

**Jury Duty Leave**

Effective February 15, 2003, employees not regularly assigned to work a day shift shall be entitled to paid jury duty leave on those days they have served on a jury.

**Reduced Work Week**

Effective February 15, 2003, employees shall work a reduced work week of 36 hours without a reduction in compensation; employees may opt to reduce their work hours on Fridays.

**Accrual Limits**

Effective February 15, 2003, the vacation accrual limit shall be 480 hours.

Effective February 15, 2003, the compensatory time accrual limit shall be 320 hours.

Effective February 15, 2003, the sick leave accrual limit, excluding “vested and unused accumulated sick leave with pay credits,” shall be 1,120 hours.

**Privacy**

The administration and the non-exclusive representative may meet to discuss a mutually agreeable provision on privacy rights.

**Light Duty**

The administration and the non-exclusive representative may meet to discuss a mutually agreeable provision on light duty.

**Enrollment Fee Waiver**

Effective February 15, 2003, employees who enroll in City College credit courses shall be entitled to a waiver of enrollment fees, provided (1) course meeting dates/time shall not conflict with work schedules, and (2) enrollment shall be on a space available basis. The administration and the non-exclusive representative may meet to develop a book loan program.

**Fiscal Review**

The administration and the non-exclusive representative shall meet to discuss the District’s fiscal condition at certain check points, tentatively scheduled for August and November 2003 and February 2004.

V. INTENT

This Resolution is not intended to modify any other form of compensation, benefits, or other term or condition of employment not specifically enumerated herein.