DATE: March 30, 2000

TO: Board of Trustees

FROM: Dr. Philip R. Day, Jr., Chancellor

SUBJECT: SPECIAL

Adopting the Initial Proposal of the San Francisco Community College District for a Successor Collective Bargaining Agreement with the Service Employees International Union, Local 790, After Public Comment (Resolution No. 000330-S1)

BACKGROUND INFORMATION:

The present Collective Bargaining Agreement between the San Francisco Community College District (District) and the Service Employees International Union, Local 790 (SEIU) will expire under its own terms on June 30, 2000. On February 24, 2000, by Resolution No. 000224-S1, the Board of Trustees presented the Initial Proposals of the SEIU and of the District for a Successor Collective Bargaining Agreement and established the March 2000 public Board of Trustees Meeting for public response to Initial Proposals. Government Code Section 3547 requires 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.

RECOMMENDATION:

RESOLVED: That the Board of Trustees hereby adopts the District’s Initial Proposal (Attachment A).

Peter Goldstein, Originator
with Steve Hale
SAN FRANCISCO COMMUNITY COLLEGE DISTRICT’S INITIAL PROPOSAL REGARDING NEGOTIATIONS WITH SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 790, FOR A SUCCESSOR AGREEMENT SUNSHINED FEBRUARY 24, 2000

I. PRELIMINARY STATEMENT

In accordance with Government Code Section 3547, the District’s Initial Proposal was submitted for purposes of “sunshining” on February 24, 2000. SEIU Local 790’s proposal was sunshined concurrently with the District’s proposal. The Board of Trustees shall receive public comment concerning the Initial Proposals at its March 2000 meeting.

II. INITIAL PROPOSAL

The District proposes the following modifications and/or amendments to the present Agreement between the District and SEIU, Local 790. The District does not at this time propose to modify the terms of articles not referenced below.

Article 6 Dues Deduction and Agency Shop

Revise to reflect that the District no longer uses the Payroll and Personnel Services Division of the City & County of San Francisco.

Article 7 Union Representatives

Add to § B.1: The District shall make reasonable efforts to assure the release of individual bargaining team members. Release of individual members shall be subject to the District’s operational requirements.

Article 8 Personnel Files

E. Adverse Actions

Eliminate first two sentences.

F. Sealing of Material

Eliminate District’s obligation to seal disciplinary records.

Article 9 Discipline

Delete Section G.5, in order to give the District full discretion to implement suspensions pending appeal.
Article 11  Leaves

Examine the modification(s) to Civil Service Rule 20 since January 8, 1996, and assess whether the contract language should be updated accordingly.

Article 12  Temporary Employees

A.  Classification Study

The District proposes to review with the Union the necessity for and content of this provision.

Article 17  Custodians

A.  General Bid

Review and revise the General Bid provision as appropriate.

Article 21  Layoffs

C.  Civil Service Employees

Examine the modification(s) to Civil Service Rule 21 since January 20, 1998, and assess whether the contract language should be updated accordingly.


Eliminate provision.

Article 25  Duration

Determine an appropriate period of time for the duration of the Successor Agreement.

Article 28  Fringe Benefits

A.  Medical

Explore benefit options that are suitable to the needs of bargaining unit members.
Article 32  Overtime Compensation

B. Assignment of Overtime

Clarify existing overtime “rotation” practices and contract language to ensure equitable distribution of overtime. (Maintain District’s ability to continue to assess qualifications and ability, with seniority to be given weight in the event of equal qualifications.)

Article 37  Wages

A. Wages

The District proposes to discuss wages and wage-related matters (including wage increase, employer “pick-up” of employees’ share of retirement contributions, and inequity adjustments) in the context of the existing Formula for Allocation of Unrestricted New Revenues other than State COLA and the wages received by employees with similar responsibilities working for comparable employers.

F. Information Systems Reclassification and Wage Rates

Review and discuss the possible elimination of this provision.

Article 42  Methods of Calculating Salary

Retain only the first sentence of this provision – “The pay periods and methods of calculating salary shall be in accordance with existing District practices and procedures.” (Remaining language is obsolete because District no longer uses the Payroll and Personnel Services Division of the City & County of San Francisco.)

[New] Article  Parking and Public Transportation

A. Move existing Article 12, Section F, Parking, to this new Article.

B. Explore incentives for the use of public transportation.

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.