



Hearing to Receive Public Comment and Approval of the District's Initial Proposals Regarding Service Employees International Union, Local 1021 (SEIU) Collective Bargaining Agreement Negotiations for 2025-2026

Board Meeting
APRIL 3, 2025
Agenda Item No. 11.1

Presented by:

CANCY MCARN, CHIEF OF HUMAN RESOURCES AND & LEAD NEGOTIATOR
DAN SCHALLOCK, DIRECTOR, EMPLOYEE RELATIONS

Negotiations Team

- **Cancy McArn**, Chief Human Resources Officer & Lead Negotiator
- **Janae Marking**, Chief Business and Operations Officer
- **Dan Schallock**, Director, Employee Relations
- **Dr. Tiffany Smith-Simmons**, Director, Talent Management
- **Jeff Winn**, Manager III, Facilities Maintenance
- **Tami Mora, Analyst**, Employee Relations
- **Tuan Duong** , Instructional Assistant Superintendent
- **Roy Combs**, Legal Council, F3Law

Pursuant to Government Code section 3547, the District's initial bargaining proposals that relate to matters within the scope of negotiations must be presented at a public meeting.

It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the District's proposal and provide any comments, and the proposal has been adopted by the Governing Board.

The District's initial proposal is also presented to the Board at this meeting for final approval and "sunshining."

The purpose of this item is to provide public notice of the District's initial proposals to SEIU, Local 1021 related to collective bargaining agreement negotiations for the 2025-2063 successor contract

DISTRICT IS SUNSHINING, ARTICLE 1 THROUGH ARTICLE 25

- **ARTICLE 1:** UNION CERTIFICATION AND RECOGNITION
- **ARTICLE 2:** DEFINITION OF TERMS
- **ARTICLE 3:** UNION RIGHTS
- **ARTICLE 4:** DISTRICT RIGHTS
- **ARTICLE 5:** UNION SECURITY
- **ARTICLE 6:** COMPENSATION
- **ARTICLE 7:** FRINGE BENEFITS
- **ARTICLE 8:** HOURS
- **ARTICLE 9:** ASSIGNMENTS
- **ARTICLE 10:** HOLIDAYS
- **ARTICLE 11:** VACATIONS
- **ARTICLE 12:** LEAVES
- **ARTICLE 13:** TRANSFERS/PROMOTIONS
- **ARTICLE 14:** PERFORMANCE EVALUATIONS
- **ARTICLE 15:** PERSONNEL FILES
- **ARTICLE 16:** SAFETY
- **ARTICLE 17:** PROFESSIONAL GROWTH PROGRAM
- **ARTICLE 18:** GRIEVANCE PROCEDURES
- **ARTICLE 19:** DISCIPLINARY PROCEDURE
- **ARTICLE 20:** LAYOFF
- **ARTICLE 21:** EFFECT OF AGREEMENT
- **ARTICLE 22:** SUCCESSOR AGREEMENT
- **ARTICLE 23:** NO STRIKE/NO LOCKOUT
- **ARTICLE 24:** CONTRACTING OUT
- **ARTICLE 25:** DURATION

Q & A

