



# Peralta Community College District

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Date: April 29, 2010  
From: District Negotiating Team  
To: SEIU Local 1021  
Subject: Proposal

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In exchange for a one (1) year extension of the existing contract, the Peralta Community College District proposes the following:

1. SEIU Local 1021 will absorb their portion of the cost of any Benefits increases in the 2010-2011 Budget Year.
2. SEIU Local 1021 will absorb their portion of any decrease in apportionment money from the State.
3. SEIU Local 1021 will consider furloughs, among other things, as an option for meeting their portions of items 1 and 2.
4. SEIU Local 1021 agrees to suspend the provisions of the Settlement Agreement and the First Side Agreement for one year. Temporary employees may work up to 184 days.
5. Reconciliation. The District and Local 1021 shall reconcile the actual increases in benefits and decreases in state apportionment obligations resulting from the above provisions, midyear, no later than December 1, 2010, and a final reconciliation on August 1, 2011, unless extended by mutual agreement of SEIU Local 1021 and the District. Any disputes concerning the District's calculations shall be negotiated between SEIU and the District. If not resolved, 1021 may follow the established grievance procedure.

Following the December reconciliation, 1021 and the District will adjust the SEIU contribution as required. If it is determined that the SEIU contribution is greater than the projected benefit costs, the contribution will be reduced. If it is determined the contribution is not enough, additional measures, including furloughs, will be adopted.