

Date: June 23, 2010

From: District Negotiating Team

To: SEIU Local 1021

Subject: Counter-Proposal / TENTATIVE AGREEMENT 6/23, 2010

*W. 9.9. [Signature]*

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

1. Due to the District's financial condition as a result of decreased state funding and the District's structural deficit, the Peralta Community College District is asking SEIU to cover any increase in cost of health benefits coverage for its members in the 2010-2011 Budget Year over the costs incurred during the 2009-2010 Budget Year. Based on the latest information we have received on the increase in costs, we estimated the additional cost will be about \$388,973.

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The District estimates that the savings of \$357,687.22 would be realized by six days of furloughs by SEIU. As such the District requests that SEIU agree to six (6) furlough days in order to cover the majority of the District's additional costs in health benefits for SEIU members. The furlough days would not apply to SEIU members who staff the Children's Centers. Those members are as follows:

- o Coordinator/Children's Center (All)
- o Child Care Specialist (All)
- o Child Care Assistant II (All)
- o Cook (All)
- o Clerical Assistant II (Jennifer Kelly)

Therefore, it is further agreed that:

- a. There will be no more than (1) furlough day in a month.
- b. July 2010 – One day at the employee's preference. Must notify supervisor by July 1, 2010, or the manager will schedule the date at his/her discretion.
- c. August 2010 – One day at the employee's preference. Must notify supervisor by July 15, 2010, or the manager will schedule the date at his/her discretion.
- d. November 2010 – One day at the employee's preference. Must notify supervisor by October 1, 2010, or the manager will schedule the date at his/her discretion.
- e. December 2010 – Last business day prior to Christmas Eve holiday.

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- f. January 2011 – The next business day after the New Year's Day holiday.
  - g. April 2011 – Either Friday, April 15 (Last day before Spring Break) or Monday, April 25 (First day after Spring Break)
2. The structural deficit that is referenced in item 1 is currently estimated to be in excess of \$23 million. (This amount is greater than the total budgets of three of the four Peralta Colleges.) The PCCD budget picture continues to change as the District's financial picture is being examined and revised by the District's recovery team. In addition to increased costs for health care benefits, there will also be an increased rate in the District's required contribution to PERS for each employee. Furthermore, the Legislative Analyst now anticipates that, rather than the original projection of no increase in growth, the State of California will actually decrease the apportionment to Peralta Community College District by an estimated \$4 million. This anticipated \$4 million in decreased apportionment from the state is reflected in the current structural deficit projection of \$23 million.

As a result of this emerging budget information, the District and SEIU Local 1021 agree to reopen negotiations no later than the October 11, 2010, to address SEIU's share in absorbing the anticipated additional decreases in revenue.

3. The District and SEIU Local 1021 shall reconcile the actual increases in benefits with reconciliation in October, 2010. Following the October reconciliation, SEIU Local 1021 and the District will adjust the SEIU contribution as required. If it is determined that the SEIU contribution for health benefits is greater than the increase in benefit costs, the contribution will be reduced. Any savings or increases as a result of the Dependent Verification Audit of SEIU members will adjust the SEIU contribution.
4. Any disputes concerning District calculations shall be negotiated between SEIU Local and the District. If not resolved, SEIU Local 1021 may follow the established grievance procedure.
5. All provisions, terms and conditions of this full contract renewal shall remain in effect for a one (1) year contract duration from July 1, 2010 – June 30, 2011; and shall automatically remain in effect until completion of a binding written agreement by the parties which shall supersede this Agreement.
6. The District agrees that the Expedited Arbitration provision (Article 22.10) of the Agreement shall continue through June 30, 2011.
7. Contract Duration (SEIU Regular Unit): One year July 1, 2010 through June 30, 2011.
8. Contract Duration (SEIU Hourly Unit): One year July 1, 2010 through June 30, 2011.

*Deana Lara*

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9. If any represented/unrepresented employee group and/or bargaining unit receive a wage increase, Peralta Community College District agrees to increase the salary schedule for SEIU Permanent and Hourly Employees.
10. The District proposes to exchange the Holiday observance of Admissions Day to a Holiday Observance of Cesar Chavez Day, which will be observed on the last day of the Spring Break. For the current Academic Year, this would be Friday, April 22, 2011. This clause is subject to approval by the Peralta Community College District Governing Board.

*Diana Lara*   
*Wesley R. Allen* 6/23/10

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## Peralta Community College District

Date: May 25, 2010  
 To: SEIU Local 1021  
 Subject: Child Care Workers Proposal

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The Child Care Workers acknowledge the District's crisis affecting the Children's Center Programs as a result of funding reductions and threatened end to funding from the State of California.

1. All classification of the Child Care workers will accept a temporary reduction in salary during the 2010 summer sessions. During this period, all Child Care workers, regardless of status as 10-, 11-, or 12-month employees, will be compensated, step to step, from the regular salary schedule to the hourly salary schedule. For example, a Child Care Assistant II on Step 4 of the regular salary schedule will be paid on Step 4 of the hourly salary schedule. Child Care worker classifications include:
  - a. Child Care Assistant II
  - b. Child Care Specialist
  - c. Clerical Assistant II/Typing
  - d. Cook
  - e. Coordinator/Children's Center
2. Recognizing that there are different class schedules for different campuses during the summer, the reduction in salary is for the period from June 11, 2010, through July 31, 2010. These employees will return to their regular salary rate after July 31, 2010.
3. As a result of the Child Care workers accepting the reduction in salary for the 2010 summer sessions, the Peralta Community College District agrees to rescind the layoff notices sent to the following employees: Cynthia Dickerson, Phuong Huynh, Jennifer Kelly, Fong Lauw, Thoi Nguyen, Mehrnaz Novinfar, Jin Su, and Verlisa Watson.
4. The Peralta Community College District agrees to keep the College of Alameda Children's Center open until the end of the Fall 2010 session as long as current funding levels from the State Chancellor's Office and CA Department of Education remain flat or increase. If funding for the Children's Center is rescinded, which is threatened in the Governor's May revise for the State Budget, this clause of the agreement is void.
5. Peralta Community College District and SEIU Local 1021 agree to meet twice a month to further discussion to keep the College of Alameda Child Care Center open.

Name

Signature

5/25/10  
 5/25/10  
 Date

Wise E. Allen  
 Wise E. Allen  
 For Peralta Community College District

Diana Lara  
 Diana Lara  
 For SEIU Local 1021