

**INITIAL PROPOSAL FOR SUCCESSOR AGREEMENT
FROM THE
PERALTA COMMUNITY COLLEGE DISTRICT
TO THE
IUOE LOCAL 39**

September 15, 2010

ARTICLE 12: HOURS OF WORK

The concepts upon which the District wishes to negotiate over Hours & Overtime include the following:

- Clarification on assigning a 4 day, 10 hour work schedule during the summer

ARTICLE 24: HEALTH & WELFARE BENEFITS

The concepts upon which the District wishes to negotiate over Health & Welfare Benefits include the following:

- Fair and equitable Health & Welfare Benefits while maintaining the fiscal integrity of the District

ARTICLE 18: HOLIDAY SCHEDULE

The concepts upon which the District wishes to negotiate Holidays include the following:

- Flexibility in holiday observance

ARTICLE 27: LAYOFF & REEMPLOYMENT

The concepts upon which the District wishes to negotiate Layoff & Reemployment includes the following:

- Clarification of management rights regarding lay-off procedures

ARTICLE 22: GRIEVANCE PROCEDURES

The concepts upon which the District wishes to negotiate over the Grievance Procedures include the following:

- To include an additional step for mediation in the Grievance Procedure before arbitration

ARTICLE 26.2 AND 26.3: PAY ALLOWANCE

The concepts upon which the District wishes to negotiate over the Pay and Allowance procedure include the following:

- Temporary freezing of step and column increases to maintain the fiscal integrity of the District
- Clarify use of any Cost of Living Adjustment monies, as identified and funded by the State, new General Fund, Growth money, and non-designated money coming into the District that is funded by the State
- Temporary furlough days by employees to maintain the fiscal stability of the District

ARTICLE 34 : DURATION

The concepts upon which the District wishes to negotiate over the Duration of agreement include the following:

- The District proposes that Article 34 be revised to reflect a three-year agreement and caused to read: "Except as is otherwise provided in Article 34, of this Agreement shall become effective upon ratification by both parties and remain in full force and effect through June 30, 2013, and from year to year thereafter unless either party submits appropriate notice to amend or modify the agreement for a subsequent term.

GENERAL CLEANUP OF CONTRACT LANGUAGE

The concepts upon which the District wishes to negotiate include the following:

- Clarify and update relevant management titles throughout the contract and update other general contract language

The District reserves the right to add or modify its proposals during the negotiations process