

**Tentative Agreement for a One-Year Agreement of the Collective  
Bargaining Agreement between the  
Peralta Community College District and IUOE Local 39 Permanent Employees  
July 1, 2011 through June 30, 2012**

The Peralta Community College District ("District") and the IUOE Local 39 (Union) have met in good faith and hereby agree to the following:

The parties recognize and acknowledge that they are currently in negotiations on health and welfare benefits, which will continue until a full successor agreement has been achieved by no later than June 30, 2012.

**Health and Welfare Benefits.** Both parties are committed to negotiating a long-term health benefits structure that has long-term fiscal sustainability. This contract agreement provides contract continuity of the current level of health benefits offered to active employees and will be in force through June 30, 2012, as the District and the Union continues to participate in the negotiating and bargaining process. In the event during the negotiation process health and welfare benefits rates and services should change, this change will not affect active employees until July 1, 2012, at which time a successor agreement shall have been adopted by the Peralta Board of Trustees.

**Furlough Days** – The Union has agreed to a concession of six (6) furlough days that will be taken by Union members for one furlough day per month herein listed as follows: July, September, October, November 2011; and, February and April 2012.

For the furlough in the month of July, unit members shall notify their first-level manager by June 20, 2011, of their planned furlough day for the month of July 2011. For all remaining furlough days, unit members shall notify their first-level manager of their furlough day by the first day of the preceding month, e.g. notification for the September 2011 furlough day will be by the August 1, 2011. If adequate coverage is an issue for requested furlough days, decisions about furlough days will be based on seniority. If planned furlough dates are not provided by the designated dates, the first-level manager may schedule the furlough date.

Options for the July 2011 furlough day, which must be taken within the summer 4/10 work schedule, are as follows:

1. Work four 8 hours days, Monday through Thursday of the same week, and take the remaining 2 hours of each day (for a total of 8 hours) off as the Furlough Day for the month of July 2011.
2. Take 8 hours off on one day as a furlough day and take the remaining two hours off as either paid leave (vacation, floating holiday, etc.) or unpaid leave.

In addition, in the event, the Governor's proposal for a tax extension is either not approved for the ballot or the voters do not approve the extension, then the Union agrees to *an additional two furlough days* to be taken one day per month in the following schedule: May and June 2012.

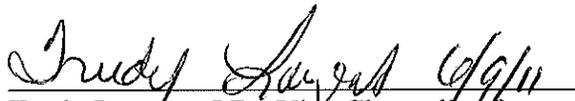
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This Agreement is subject to approval of the IUOE Local 39 in accordance with its procedures, and, thereafter, to approval of the Peralta Board of Trustees. It includes all previous tentative agreements. (See attached.)

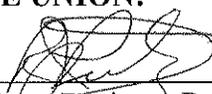
All dates and provisions not changed by this agreement shall remain in effect through June 30, 2012.

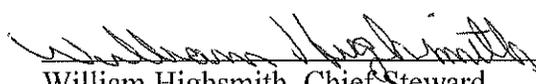
**FOR THE DISTRICT:**

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Wise E. Allen, Chancellor

  
\_\_\_\_\_  
Trudy Largent, J.D., Vice Chancellor for  
Human Resources & Employee Relations

**FOR THE UNION:**

 6/9/11  
\_\_\_\_\_  
Richard Putz, Business Representative

 6/9/11  
\_\_\_\_\_  
William Highsmith, Chief Steward

\_\_\_\_\_  
Jerry Kalmar, Business Manager-Secretary

\_\_\_\_\_  
Matt Bland, President

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Joan Bryant, Director of Public Employees

WA