

Side Letter of Agreement between  
Peralta Community College District and SEIU Local 1021 Permanent Employees  
June 4, 2012 through August 10, 2012

The Peralta Community College District ("District") and the SEIU Local 1021 hereinafter (Union), hereby agree to a Side Letter of Agreement for the 4/10 Summer Work Schedule.

Union agrees to work the 4/10 Summer Work Schedule for the 2012-2013 year for the period beginning June 4, 2012 and ending August 10, 2012.

Implementation of the 4/10 Summer Work Schedule includes the following provisions:

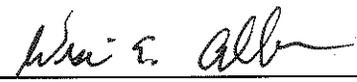
1. The District shall be closed to the public on Fridays, Saturdays, and Sundays commencing during the 4/10 Summer Work Schedule.
2. The standard work day during this period will be for 10 hours, from 8:00 a.m. to 6:30 p.m.
3. If an employee that normally works a swing shift or graveyard shift will work a 10-hour day, their workday will start 2 hours earlier so that the ending time of their shift does not change.
4. The Office of Human Resources will issue a form on which members will indicate their work schedule. This schedule will indicate whether the employee is agreeing to work either an 8- or a 10-hour day for each day during the designated Summer Work Schedule. For all days in which the member will work 8 hours, they will also indicate which type of leave they want designate to make up the remaining 2 hours in the workday. During this period, SEIU members will have the following options:
  - A. Work 10 hours per day, Monday through Thursday.
  - B. Work 8 hours per day, Monday through Thursday, and take 8 hours of any combination of the following types of leave:
    - a. Vacation Hours
    - b. Previously earned Comp Time
    - c. Floating Holiday Hours
    - d. Leave without Pay
5. The regular work schedule will return to a 5-day, 8-hour work day effective Monday, August 13, 2012. Any future proposal for a 4/10 Summer Work Schedule is subject to negotiation between the District and SEIU Local 1021.
6. All employees who work more than 10 hours per day during the 4/10 Summer Work Schedule will be entitled to overtime pay.
7. All work in excess of 10 hours in any 24 hour period shall be paid for at one and one-half (1 ½) times the regular rate for the first 4 hours of such excess and at two (2) times the regular rate for the balance of such excess.

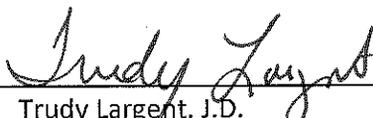


8. Except for health and safety reasons, such as science labs and/or horticultural programs that may require refrigeration, all indoor District facilities including College of Alameda, Berkeley City College, Laney College, Merritt College, and District Office will be closed on Fridays, Saturdays, and Sundays during the 4/10 Summer Work Schedule.

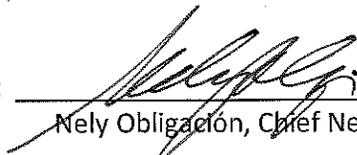
An exception to the Friday campus and facility closure shall be made for all permanent and hourly employees working at District Childcare facilities in that their regular work schedules shall continue at 8 hours per day, five days per week, Monday through Friday. The District and Union are in agreement that all District childcare centers may remain open and operational on Fridays' commencing during the week beginning June 4, 2012 through August 10, 2012.

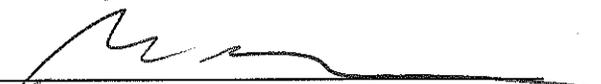
**For Peralta Community College District:**

By:  Date: 3/27/12  
Wise E. Allen, Chancellor  
Peralta Community College District

By:  Date: 3/26/12  
Trudy Largent, J.D.  
Vice Chancellor for Human Resources & Employee Relations  
Peralta Community College District

**For SEIU, Local 1021:**

By:  Date: MARCH 26, 2012  
Nely Obligacion, Chief Negotiator

By:  Date: 3/26/12  
Matthew Lanza, Field Representative

By:  Date: 3-26-12  
Abigail Brewer, Peralta Chapter President

