

**THE PERALTA COMMUNITY COLLEGE DISTRICT and  
INTERNATIONAL UNION OF OPERATING ENGINEERS - LOCAL 39**

**Tentative Agreement on Re-openers for Successor Agreement  
For the period July 1, 2012 through June 30, 2015**

The Peralta Community College District ("District") and International Union of Operating Engineers - Local 39 (Union) have met in good faith and hereby agree to the following:

**Article 17.7 (Vacation) – Proposed Language:**

Vacation periods of four (4) days or more shall be requested by employees at least ninety (90) days prior to the planned vacation. All vacation requests are subject to the approval of the first level manager. If there is any conflict between employees who are working under the supervision of the same first level manager, as to when vacations shall be taken, the conflict shall be resolved on the basis of employment seniority.

**Article 24.1 Health and Welfare Benefits:**

The District's maximum contribution for dental expense shall be based on premium cost for United Healthcare (UHC) Dental family rate. Local 39 members shall pay the cost for the increase in premiums for Delta Dental in the amount of \$9,500 effective July 1, 2013, as follows:

For Fiscal Year 2013-14:

- A. Each permanent employee shall contribute a total of \$127.00, which equates to \$11 per month, retroactive to July 1, 2013, as the employee contribution for Delta Dental. The \$127.00 annual cost will be deducted from the 1% one-time only, off the salary schedule increase for 2013-2014 as described under Article 26 (b).
- B. After the deduction of the \$127.00 cost from the equivalent of the 1% one-time only, off the salary schedule as described above, the employee shall be issued a check for the balance of their 1% salary increase.

**Article 26 Pay and Allowances:**

Permanent Employees

- A. The District will provide Local 39 the equivalent of a 3% across-the-board salary increase effective July 1, 2013, on the permanent employees' Salary Schedule for fiscal year 2013-2014, only for employees employed with the District on or after July 1, 2013.

- B. In addition, for fiscal year 2013-2014, the District will provide Local 39 a one-time sum of the equivalent of 1% of prior year (2012-2013) PERS earned wages credit. This credit is off the salary schedule and will be used by Local 39 employees to offset anticipated Delta Dental employee costs in 2013-2014.
- C. In the event an employee's 1% off the salary schedule increase is insufficient to pay their contribution of \$127.00 for Delta Dental, the District shall deduct the balance from the first monthly paycheck in which the employee receives the 3% salary increase, as described under A above.

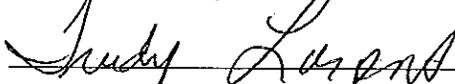
Short-Term (Hourly) Employees

- A. The District will provide Local 39 the equivalent of a 3% across-the-board salary increase effective July 1, 2013, on the short-term (hourly) employees' Salary Schedule for fiscal year 2013-2014 only for employees employed with the District on July 1, 2013.
- B. In addition, effective July 1, 2013, for fiscal year 2013-2014, the District will provide Local 39 the equivalent of a 1% one-time only off the salary schedule salary increase only for short-term (hourly) employees employed with the District on July 1, 2013.

For Peralta Community College District:

By:  Date: 9.27.13

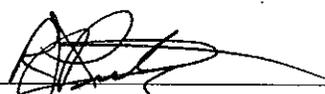
Jose M. Ortiz, Chancellor

By:  Date: 9/28/13

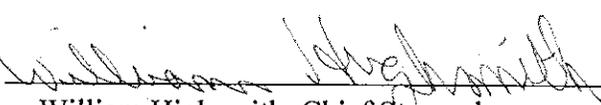
Trudy Largent, J.D.

Vice Chancellor for Human Resources & Employee Relations

For Local 39:

By:  Date: 9/26/13

Richard Patz, Field Representative

By:  Date: 9-26-13

William Highsmith, Chief Steward