

**Tentative Agreement between
Chabot-Los Positas Community College District
and SEIU Local 1021
June 27, 2012**

1. Term: July 1, 2012 – June 30, 2014. The terms and conditions of the collective bargaining contract with the term July 1, 2006 through June 30, 2009 is rolled over for the contract period July 1, 2009 through June 30, 2012.

2. Compensation: There will be no salary increases during the term of this Agreement. Each bargaining unit member will take five (5) unpaid leave (furlough days) during the 2012-2013 fiscal year. Specific days would be scheduled by mutual agreement between the employee and the supervisor and must be taken no later than June 30, 2013.

Each bargaining unit member will take one (1) unpaid leave (furlough days) during the 2013-2014 fiscal year. The furlough day will be scheduled by mutual agreement between the employee and the supervisor and must be taken no later than June 30, 2014.

The vacation accrual cap shall be adjusted upward consistent with the furlough days during the 2012-13 and 2013-14. The increase in vacation accrual cap will sunset on June 30, 2014.

3. Compensatory Time: Modify Section 11.2.4 to add: "Annual compensatory time accrual above 40 hours but not to exceed one hundred (100) hours may additionally be approved on a case-by case basis by the College President, Chancellor or designee, and notification to the Director of Human Resource Services or designee."

4. Floating Holiday: Each unit member will be entitled to one additional floating holiday in each of the fiscal years 2012-2013 and 2013-2014. This additional floating holiday shall not accrue or be carried over into the next fiscal year. If the floating holiday is not used it will be forfeited. The holiday shall be scheduled in accordance with Section 18.4 of the contract. This section shall sunset on June 30, 2014.

5. Personnel Files: Add Section 10.5 "Petition for Removal of Derogatory Information Four (4) years after derogatory information has been placed in a unit member's official personnel file, the unit member may request it be removed from his or her personnel file. If approved by the College President (or Chancellor where appropriate) and the Director of Human Resources the material will be removed. If the District denies the request, and if no further administrative action has been taken pursuant to the document(s) in question, then the unit member shall have the right to have the documents sealed. The District shall place the documents in a sealed confidential envelope within the personnel file if after four (4) years there have been no similar instances of conduct. The information in the envelope will not be accessible except under the direction of the Chancellor or the Director of Human Resources."

6. Health Benefits: District benefits proposal from 10/31/11 modified to match the other employee group benefits to be implemented July 1, 2012.

7. Retiree Medical: District benefits proposal from 10/31/11 modified to match the other employee group benefits. The District agrees that implementation of this new tier shall not occur prior to December 1, 2012.

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8. "Me Too" Clause

During the term of this Agreement, the District shall provide classified bargaining unit employees with the same improvements in wages, benefits and retiree medical benefits, as it agrees to with the faculty bargaining unit, the confidential and supervisory units and administrators on the salary schedule.

9. Section 12.4.1 Procedure for Posting Vacancy: The parties agree to schedule a meeting within two weeks of ratification and approval of this Agreement in accordance with Section 21.2 to negotiate the invalid section of 12.4.1.

10. Other TA's: All other tentative agreements shall be incorporated

11. Other Proposals: All other proposals are withdrawn

<i>Wynne M. Fog</i>	Date	<i>Kaden Kratzer</i>	Date
Chabot-Los Positas CCD		SEIU 1021	07/11/12
		<i>Mark Smythe</i>	Date
Chabot-Los Positas CCD		SEIU 1021	7/11/12
		<i>Dee Sanchez</i>	7/11/12
		<i>Chris V</i>	7/11/12
		<i>Gregory Orta</i>	7/11/12
		<i>Kyle Judson</i>	7/11/12