

**Sideletter of Agreement
between
Chabot-Las Positas Community College District
and
SEIU Local 1021
February 29, 2016**

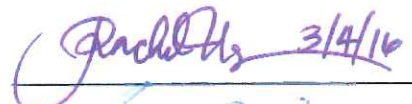
The parties agree to modify Section 16.2.1.3 of the contract as follows:

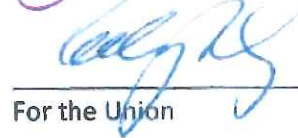
Effective July 1, 2016, the District will modify section 16.2.1.3 to increase the contribution towards the tax sheltered annuity (TSA) in lieu of medical benefits for eligible full-time employees from \$275 per month to \$400 per month, subject to IRS approval. The contract language in this section shall remain the same except for the adjustment in the dollar amounts as specified above.

This Side letter of Agreement does not modify or change the rights of the parties with respect to the 2016/2017 right to re-open on Article 16 Health Benefits.



3/4/16
For the District



3/4/16


3/4/2016
For the Union

**SETTLEMENT AGREEMENT BETWEEN CHABOT-LAS
POSITAS COMMUNITY COLLEGE DISTRICT AND SEIU
LOCAL 1021
February 8, 2016**

The parties agree that this Settlement Agreement resolves all outstanding issues between the parties related to the following:

1. The interpretation of the Sideletter of Agreement between the parties dated December 9, 2014 and
2. Salary re-opener negotiations for the 2016-2017 fiscal year.

The parties agree that the attached salary settlement concludes Year 3 re-opener negotiations for salary. The Union agrees not to grieve the sideletter dated December 9, 2014.

This Agreement is made this 8 day of FEBRUARY 2016 in Dublin, California.

For the District

Wynne M. Fry
Dan
Barbara P. Johnson
Daniel

For the Union

[Signature]
Rachel Lynn
Gregory Correa
[Signature]
[Signature] 2/8/2016
[Signature]
[Signature]

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

March 15, 2016

Agenda Item: 3.5

Subject: Approval of Salary Schedule Increase and Tax Sheltered Annuity in Lieu of Medical Benefits Increase

Background: The negotiated agreements with Service Employees International Union (SEIU), Local 1021 provide for a salary schedule adjustment of four (4) percent and for an increase of the Districts contribution to Tax Sheltered Annuity (TSA) in Lieu of Medical Benefits to \$400 per month. Both of these increases are effective on July 1, 2016.

Fiscal Implications: This action will result in an ongoing four (4) percent increase in the salaries of Classified and Management employees, and an increase in the monthly benefit to Classified and Management employees that qualify for the TSA in Lieu of Medical Benefits to \$400.

Recommended Action: That the Board of Trustees approves a salary schedule adjustment of four (4) percent for Classified (Regular, Temporary On-Call, Supervisory and Confidential) and Management employees. That the Board of Trustees approves a change in the monthly benefit to Classified and Management employees that qualify for the TSA in Lieu of Medical Benefits to \$400. Both of these increases are effective July 1, 2016.

Submitted: Wyman M. Fong/Date

Approved: Jannett N. Jackson/Date

_____ APPROVED

_____ DISAPPROVED

_____ TABLED