

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT
Board of Trustees Meeting
March 9, 2020

**PRESENTATION OF INITIAL SUCCESSOR
COLLECTIVE PROPOSALS FROM THE DISTRICT AND
CSEA**

12

Status: Action

Presented by: John W. Bratsch
 Dean, Human Resource Services & Legal Affairs

Issue

The current collective bargaining agreement between the Sequoias Community College District (District) and the Sequoias California School Employees Association, Chapter 408 (CSEA) expires on June 30, 2020.

While both parties desire to negotiate a successor collective bargaining agreement, before negotiations may begin, both parties must formally sunshine its initial successor collective bargaining proposal at a Board of Trustees meeting.

Background

For the March 9, 2020 Board meeting, both the District and CSEA have submitted its initial successor collective bargaining proposals for review (see attached).

In accordance with applicable provisions of the California Government Code, the Board should acknowledge receipt of both the District's and CSEA's initial successor collective bargaining proposals as the first step in the process of collective bargaining.

Both the District and CSEA's initial successor collective bargaining proposals will be available for public review in the Human Resources Department, Room Sequoia 5, 915 South Mooney Blvd., Visalia CA, between the hours of 8:00 a.m. and 4:30 p.m. until the next Board of Trustees meeting on April 13, 2020.

At the April 13, 2020 Board of Trustees meeting, a public hearing will be held to provide members of the public an opportunity to address the Board with comments and/or concerns about either of these proposals.

It is only after the above "sunshine" process that successor collective bargaining negotiations may be conducted.

Recommended Action

It is recommended the Board of Trustees acknowledge receipt of both the District and CSEA's initial successor collective bargaining proposals.



COLLEGE OF THE SEQUOIAS

office of Human Resources

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March 2, 2020

Nick Terry
President, California School Employees Association
915 South Mooney Blvd.
Visalia, CA 93291

Re: District's Initial Successor Collective Bargaining Proposal

Mr. Terry,

The current collective bargaining agreement between the Sequoias Community College District (District) and the Sequoias California School Employees Association, Chapter 408 (CSEA) expires June 30, 2020.

In anticipation of its expiration, the purpose of this letter is to inform you the District will be sunshining the below items at the March 9, 2020 Board of Trustees meeting:

- **Article VIII (“Salaries”)** – In accordance with the College of the Sequoias’ Participatory Governance Structure, including the District Budget Committee, and with annual multi-year budget projections, the District is interested in reviewing the classified employee salary schedules.
- **Article X (“Health and Welfare Benefits”)** – Review and negotiate, as needed, employee health and benefits.
- **Article IV (“Bargaining Unit Members Rights – Evaluations”)** – Review and negotiate changes, as needed, the evaluation process and accompanying evaluation forms.
- **Article XXV (“Campus Police Department”)** – Negotiate working conditions and compensation for off-duty, police officers serving in an “on-call” status.

Thank you.

John W. Bratsch (Dean, Human Resources/Legal Affairs)

**California School Employees Association
COS Chapter 408**

**2020-2023
Successor Contract Initial Proposal**

To

College of the Sequoias

February 12, 2020

CSEA Chapter 408 2020-2023 Successor Contract Initial Proposal

Unless specifically modified by this proposal, all other provisions of the current collective bargaining agreement shall remain status quo. CSEA 2020-2023 successor contract proposal is as follows:

ARTICLE IV Bargaining Unit Member Rights

- 4.5.1 Modify current language regarding evaluation period for probationary employees.

ARTICLE VIII Pay and Allowances

- 8.1 Modify current language to reflect a fair and equitable salary increase according to the state and federal funds received for the 2020-2021 school year as provided for in Appendix A.
- 8.7 Modify current language to reflect a six (6) month or 130 probationary period.

ARTICLE X Health and Welfare Benefits

- 10.1 District to pay full cost of employee and dependents medical, dental, and vision (including employee life) with no change in the current benefit level of Health & Welfare benefits package.

ARTICLE XIII Leaves

- 13.12 Propose new language to include personal business days.

ARTICLE XXV Campus Police Department

- 25.5 Modify current language that relates to uniform and equipment.
- 25.3.1 Propose new language for on-call stipend.

ARTICLE XXXI Duration

- 31.1 Modify language to reflect a new three (3) year term.
- 31.2 Modify language to reflect new terms for 2021 and 2022.
- 31.3 Modify language to reflect date of June 30, 2023.