

**PERALTA COMMUNITY COLLEGE DISTRICT and
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

Hourly Employees Contract Tentative Agreement

Contract Duration: July 1, 2015 to June 30, 2018

The Peralta Community College District ("District") and the Service Employees International Union Local 1021 ("Union") have met in good faith and hereby agree to the following:

"Me Too" Clause

If during the duration of this agreement, fiscal years 2016-2017 and 2017-2018, the District agrees to provide a higher salary increase to another employee group, upon finalization of such an agreement, the District shall provide members of SEIU Local 1021 the same salary increase provided to other employee groups.

Vacancies - New Article

Full-time vacancies in SEIU Local 1021 shall be filled subject to the following provisions:

- a. Before the District considers utilizing an external applicant pool, a position announcement will first be advertised internally throughout the District to provide current hourly employees the opportunity to apply for a regular position. The position announcement will be advertised for a period of five (5) working days. Hourly employees shall complete the required job application prior to the deadline date indicated on the job announcement.
- b. All internal applicants determined by Human Resources to have met the minimum qualifications as stated in the job announcement shall be granted an interview with the Hiring Manager prior to consideration of external applicants. If no internal applicant is deemed qualified by the Hiring Manager for the vacant position, the District shall utilize an external applicant pool.
- c. The Hiring Manager's decision shall not be subject to the grievance procedure.

Article 9 Hours and Overtime

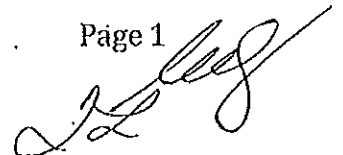
4/10 Summer Schedule

During the summer of 2016, the Union agrees to work a 4/10 Summer Work Schedule for eight (8) weeks in duration for the following dates:

Start: Monday, June 6th, 2016 (first 4/10 Friday is June 10, 2016)

April 8, 2016

Page 1



End: Friday, July 29th, 2016 (employees will return to a five (5) day, eight (8) hour work week) on Monday, August 1, 2016.

During the week of July 4th, Monday will be the Independence Day holiday and employees will work four (4) eight (8) hour days Tuesday, July 5th, through Friday, July 8th, 2016.

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.
2. The standard workday during this period will be for 10 hours, from 8:00 a.m. to 6:30 p.m. However, at the discretion of the first level manager, employees may choose one of the following options:

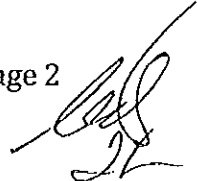
(Note: Any other alternate schedule must be approved by the first-level manager.)

- Option 1: 8:00 am – 6:30 pm
- Option 2: 7:00 am – 5:30 pm
- Option 3: 7:30 am – 6:00 pm
- Option 4: 8:30 am – 7:00 pm

3. By the end of the day Friday, May 27, 2016, each employee must inform their first-level manager of the schedule option they wish to take during this period. The Office of Human Resources will issue the form on which the employee 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 period of 4/10 work schedule. For all days in which the employee will work 8 hours, they will also indicate which type of leave they want to designate to make up the remaining two (2) hours in the workday. During this period, employees 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 2 hours per day 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
4. If an employee who 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.



5. All employees who work more than 10 hours per day, or over 40 hours a week during the 4/10 Summer Work Schedule will be entitled to overtime pay.
6. 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.
7. Except for health and safety reasons, such as science labs and/or horticultural programs that may require refrigeration or tending, all indoor district facilities, including College of Alameda, Berkeley City College, Laney College, Merritt College, and the District Office will be closed to the public on Fridays, Saturdays, and Sundays during the 4/10 Summer Work Schedule.
8. The regular work schedule will return to a 5-day, 8-hour work day, effective August 1, 2016.
9. An exception to the Friday District 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, 5 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 1, 2016, through July 29, 2016.

During the summer of 2017 and the summer of 2018, the union agrees to work a 4/10 Summer Work Schedule for nine (9) weeks in duration for the following dates:

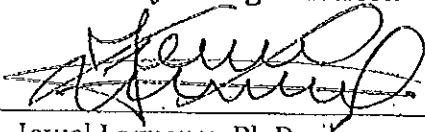
Start: Dates to be determined -- in consultation with the Union.

End: Dates to be determined -- in consultation with the Union.

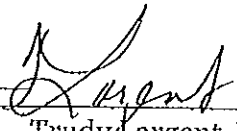
The District agrees that the week of the Independence Day Holiday, July 4th, will remain a 4/10 work week. The Friday of that week will be a non-work day.

The District may elect not to implement the 4/10 work schedule.

For Peralta Community College District:

By: 
 Jowel Laguerre, Ph.D
 Chancellor

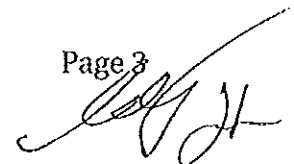
Date: 05-06-16

By: 
 Trudy Largent, J.D.

Date: 4/8/2016

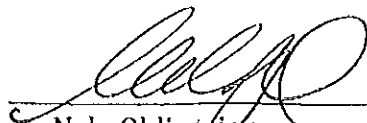
April 8, 2016

Page 3

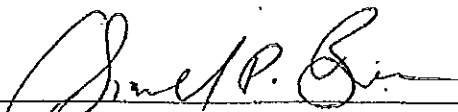


Vice Chancellor for Human Resources and Employee Relations

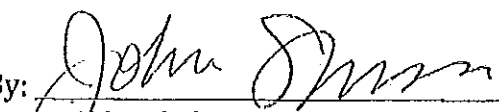
For SEIU Local 1021:

By: 
Nely Obligation
Chief Negotiator, SEIU Local 1021

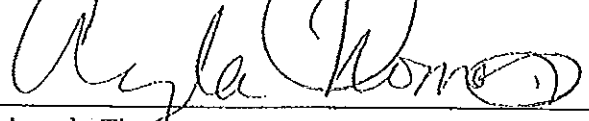
Date: 4-8-2016

By: 
Abigail Brewer
President, SEIU Local 1021 Peralta Chapter

Date: 4-8-16

By: 
John Shaban
Field Representative, SEIU Local 1021

Date: 4-8-16

By: 
Angela Thomas
Field Representative, SEIU Local 1021

Date: 4/8/16

