

1 COUNTER PROPOSAL
2 FROM THE
3 CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
4 AND ITS PASADENA CHAPTER 777
5 TO THE
6 PASADENA AREA COMMUNITY COLLEGE DISTRICT
7

8
9 ~~April 15, 2026~~
10 May 20, 2026

11 ARTICLE 2 – RECOGNITION

12 2.1 The District recognizes the CSEA as an exclusive representative for those classified employees
13 of the District in the classifications listed in Appendix "A" hereto.

14 2.2

15 The appropriate unit placement of any newly created classification which CSEA claims
16 should be accreted to the unit, or any existing classification which the District claims
17 should be removed from the unit, shall be discussed between the parties. If no agreement
18 is reached, the dispute may be submitted to PERB proceedings.

19 Any other adjustments to the unit composition may be made upon mutual written
20 agreement. Nothing herein shall preclude the complete elimination of jobs or job
21 classifications for lack of work or lack of funds.

22 2.3 Classification Elimination

23 ~~Before abolishing any job classification or position within the bargaining unit, the District~~
24 ~~shall provide written notice to and meet and negotiate in good faith with CSEA over the~~
25 ~~decision and the effects of such action, prior to Board approval.~~

26 ~~No classification or position shall be eliminated until the District has satisfied its notice~~
27 ~~and bargaining obligations under this Article, unless otherwise mutually agreed by the~~
28 ~~District and CSEA.~~

29 2.3 Classification Actions

30 2.3.1 Elimination of a Classification

31 If the District proposes to eliminate a classification, it shall notify the CSEA Labor
32 Representative in writing. Upon request by CSEA within ten (10) working days of such
33 notice, the parties shall meet and discuss the effects of the decision.

34 Nothing in this section shall preclude the District from implementing its decision
35 consistent with applicable law.

36 2.3.2 New or Revised Classifications

37 The District shall provide the CSEA Labor Representative with notice of any newly created
38 classification. The District shall submit the classification to CSEA for review.

39 Upon request by CSEA within ten (10) working days of such notice, the parties shall meet
40 and discuss the classification, including unit placement and any negotiable effects.

41 Any negotiations shall be limited to the extent required by law. Nothing in this section
42 shall preclude the District from implementing the classification consistent with applicable
43 law.

44 ~~2.3.2~~

45 **2.3.3 Effects of Classification Actions**

46 **To the extent required by law, the District shall bargain over the negotiable effects of**
47 **decisions described in this Article, including impacts on bargaining unit employees such**
48 **as layoffs, reassignment, workload, hours, and other terms and conditions of employment.**