**COUNTER PROPOSAL FROM THE** 1 PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE 2 3 CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777 4 5 **September 13, 2023** 6 7 The collective bargaining proposal presented herein by the Pasadena Area Community College 8 District to the California School Employees Association and its Pasadena Chapter 777 is 9 expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties. 10 11 12 The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below: 13 14 **ARTICLE 22** 15 **CALL-BACK PAY** 16 17 A unit member who is called to campus to perform work outside of their regular daily work schedule ("call 18 back time") shall be guaranteed a minimum of four (4) hours of work. If the assignment exceeds four (4) 19 20 hours, the unit member shall receive one-hour call-back pay in addition to their hourly rate for the 21 hours worked. Call back time that results in overtime shall be paid at the applicable rate. 22 In the case of time that the unit member is called to work but is performed off campus (such as by remote 23 device), the unit member shall be guaranteed a minimum of one (1) hour of work. These guarantees 24 shall not apply to overtime which is consecutive with the employee's regularly scheduled shift or to cases 25 where the employee did not work his/her regularly scheduled shift preceding the call-back. 26