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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
November 1, 2024**

16 The collective bargaining proposal presented herein by the Pasadena Area Community College
17 District to the Pasadena City College Faculty Association and is expressly made pursuant to the
18 Education Employment Relations Act and the Collective Bargaining Contract between the parties.
19 The following article shall be deemed to remain unchanged in the Collective Bargaining
20 Agreement except as set forth below:
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**ARTICLE 2
DISTRICT AND ASSOCIATION RIGHTS**

30 2.1 Unless limited by this Agreement, the District retains all of its legal rights to direct, manage,
31 and organize in a manner consistent with California statutes and PERB and other
32 applicable decisions.
33

34 2.2 Unless limited by this Agreement, the Association retains all of its legal rights, such as
35 rights of reasonable access and reasonable use of mailbox and other District facilities in
36 a manner consistent with California statutes and PERB and other applicable decisions. In
37 addition, the Association shall retain the right to place items on the Board agenda and to
38 speak to those items. The Association may install and maintain a telephone at its cost at
39 a mutually agreed location in the District. At no cost to the District, the Association may
40 utilize District duplication facilities for Association-related business.
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2.3 RELEASE TIME

2.3.1 Full-Time Faculty Release Time. During each fiscal year of this Agreement, the
District will provide a noncumulative 3.0 FTE of release time for the use of official
Association representatives in the conduct of negotiations, the processing of
grievances and attendance of conferences related to administration of this
Agreement. Designated PCCFA officers may secure reduced individual contract
loads. Such utilization requires advance notices to appropriate Division Deans
before final class schedules are printed. It is agreed that this section meets all legal
mandates for release time.

2.3.2 The FA shall designate the Faculty Association President or designee each
academic year to be on an 11-month salary schedule.

2.4 NONDISCRIMINATION

2.4.1 Neither the District nor the Association shall, in violation of the law, discriminate
against any member of the bargaining unit on the basis of race, ethnic group
identification, religion or religious creed, color, national origin, ancestry, physical
disability, mental disability, medical condition, pregnancy, marital status, sex,
sexual orientation, sexual identity, age (over forty), political affiliation or beliefs,
military and veteran status, or membership and / or participation in an employee
organization as defined by the Educational Employment Relations Act (EERA).

52 2.4.2 The District shall not, in violation of the law, retaliate against bargaining unit
53 members because of their exercise of rights guaranteed by the EERA.

54
55 2.4.3 Violations of the Article shall be subject to the Grievance Procedure, when the
56 alleged conducts relates to violations of other specific provisions of this Agreement
57 and where no other statutory or administrative remedy exists.

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59 **2.5 SELECTION OF ADMINISTRATORS**

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61 The Association shall be entitled to one representative on hiring committees pursuant to
62 AP 7250 committees.

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64 **2.6 LIST OF UNIT MEMBERS**

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66 2.6.1 The District shall provide the Association with contact information for unit members
67 as a list of the following information. with each field in its own column. for all
68 bargaining unit members within five (5) days of the first payroll periods of each
69 academic session:

- 70
71 a. First Name;
72 b. Middle Initial;
73 c. Last Name;
74 d. Suffix (e.g., Jr., III);
75 e. Preferred Name;
76 f. Job Title;
77 g. Department;
78 h. Primary Worksite Name;
79 i. Hire Date;
80 j. Work Telephone Number;
81 k. Work Extension;
82 l. Home Street Address (incl. apartment #);
83 m. Mailing Address (if different);
84 n. City;
85 o. State;
86 p. ZIP Code (5 or 9 digits);
87 q. Home Telephone Number (10 digits) (if available);
88 r. Personal Cellular Telephone Number (10 digits) (if available);
89 s. Personal Email Address (if available)

90
91 In lieu of providing the information above in the form of a list, the District may meet
92 this obligation by providing the Association access to a secure electronic site within
93 which the above information is available in a database or spreadsheet format. For
94 bargaining unit employees who request that their private information not be
95 disclosed to the Association, only items a. through k. listed above shall be
96 disclosed.

97
98 2.6.2 A list of the names and information described in 2.6.1 above for all newly hired full-
99 time and part-time employees within the bargaining unit, defined in Article 2.7.1
100 below, within five (5) days of the last payroll of the month in which they were hired.
101 In lieu of providing the information above in the form of a list, the District may meet
102 this

103 obligation by providing the Association access to a secure electronic site within
104 which the above information is available.

105
106 **2.7 NEW EMPLOYEE ORIENTATION**

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108 2.7.1 A “new employee” is any bargaining unit employee who has not previously been
109 in the bargaining unit, or who had previously been in the bargaining unit and is
110 returning to the bargaining unit while maintaining continuous employment with the
111 District, or who has previously separated from District employment and been
112 rehired into the bargaining unit. An employee’s date of hire is the date when they
113 entered the bargaining unit.

114
115 2.7.2 The District shall distribute the Association membership and orientation materials,
116 as provided by the Association, in the pre-employment packets for all new full-time
117 and part time faculty.

118
119 2.7.3 The District shall provide the Association with access to its full-time and part-time
120 faculty orientations. The District shall provide not less than 10 days’ notice in
121 advance of an orientation. The structure, time, and manner of this access shall be
122 determined through mutual agreement between the District and the Association,
123 subject to the requirements of Government Code Section 3557.

124
125 ~~2.8 NEW FACULTY SEMINAR~~

126
127 ~~2.8.1 Contract faculty shall complete the new faculty seminar during their first year up to~~
128 ~~60 hours and such hours would count toward the contract faculty member’s~~
129 ~~required professional growth and development weekly hours. Any exceptions or~~
130 ~~adjustments must be approved in advance by the Vice President of Instruction.~~

131
132 **2.8 PAYROLL DEDUCTIONS**

133
134 2.8.1 The District shall deduct from the monthly salary of all PCCFA members 100% of
135 dues and other lawful assessments, deductions, or obligations identified by the
136 Association, in accordance with the membership roster. District payments of all
137 dues, assessments, deductions, and other obligations to the Association shall be
138 paid to Association within ten working days of the District receiving these funds.

139
140 2.8.2 All changes or updates to an Association member’s status as a member of the
141 Association shall be processed by the Association. The Association shall provide
142 the District updates to the membership roster by the fifteenth of each month, in
143 order for the dues and/or fees to be deducted from the employee’s wages in that
144 month, and paid to the Association. The Association shall retain the right to initiate
145 changes to the deduction rates or amounts, or to the scope of assessments or
146 other obligations, by requesting to meet and confer with the District.

147
148 2.8.3 The District will not make payroll deductions for an employee who is no longer
149 working for the District. The Association agrees to provide the District with thirty
150 (30) days advance notice of any change in dues structure following notification of
151 such changes to the Association membership.

Commented [A1]: The PCCFA rejects the district’s proposed addition to the New Employee Orientation section.

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153 2.8.4 The Association fully indemnifies the District for dues deducted pursuant to this
154 article and shall hold the District harmless and shall fully and promptly reimburse
155 the District for any fees, costs, charges, or penalties incurred in responding to or
156 defending against any claims, disputes or challenges which are actually brought
157 against the District in connection with the administration or enforcement of any
158 section in this article pertaining to any claims made by any employee, or any
159 individual on the employee's behalf, for payroll deductions made by the District in
160 reliance on the information provided by Association regarding the content of its
161 authorization form and/or the authorization of individual employees for payroll
162 deductions to be made.

163
164 2.8.5 The District shall provide the Association with timely notice it is going to seek
165 indemnification under this Article.

166
167 Signed and entered into this _____ day of _____, 2024.

168	FOR THE COLLEGE DISTRICT	FOR THE ASSOCIATION
169	_____	_____
170	_____	_____
171	_____	_____
172	_____	_____
173	_____	_____
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