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May 23, 2025

Via Email

Robert S. Blizinski
Assistant Superintendent/Vice President, Human Resources
Pasadena City College
Pasadena Area Community College District
1570 E. Colorado Blvd.
Pasadena, CA 91106
Email: rblizinski@pasadena.edu

Re: Notification of SEIU Local 721's "Sunshine" of Proposals
for Presentation at a Public Meeting by the College

Dear Assistant Superintended Blizinski:

This office represents SEIU Local 721, which as you know was certified by the Public Employment Relations Board (PERB) last summer for the supervisory unit at Pasadena City College ("College"). On March 13, 2025, the Union requested to begin negotiations for a collective bargaining agreement and submitted an initial request for information.

Pursuant to Government Code § 3547, this letter constitutes the Union's notice of the initial proposals, and the initial proposals, of the Union for an initial collective bargaining agreement (i.e., a memorandum of understanding) with respect to the following items:

New Articles to be Bargained:

- (1) **Recognition:** The Union will propose memorializing its recognition as the exclusive representative of the bargaining unit certified by PERB.

- (2) Union Dues, Fees, and Contributions: The Union will propose the deduction of member dues, fees, and contributions to the Union in support of Union activities.
- (3) Union Rights: The Union will propose the memorializing of collective bargaining and other rights (access, member communications, etc.), including the recognition of stewards/officers and release time for Union activity, and regular access to bargaining unit data.
- (4) Grievance Procedure & Binding Arbitration: The Union will propose a grievance step process, which ends with final and binding arbitration.
- (5) New Employee Orientation & Job Postings: The Union will propose access and participation in new employee orientation, consistent with state law, in addition to a method of notifying the Union and bargaining unit members regarding initial external and internal job postings.
- (6) Employee Classifications and Job Duties: The Union will propose a formal bargaining process for the establishment of new classifications, as well as modifications to existing classifications and/or job duties.
- (7) Wages and/or Salaries: The Union will propose enhancements to wages and/or salaries of bargaining unit members, along with a salary schedule.
- (8) Schedule of Hours and Overtime: The Union will propose enhancements to the work schedule and method of assignments of bargaining unit members. The Union will propose enhancements (if relevant) to overtime payments and premium pay.
- (9) Paid and Unpaid Leave: The Union will propose enhancements to all forms of paid leave offered or available to the bargaining unit, including holidays, sick leave, vacation leave, bereavement leave, jury duty leave, compensatory time off, and any other form of paid leave or paid time off. The Union also will propose enhancements to all forms of unpaid leave and the right to return to the same (or, if applicable, comparable) position from unpaid leave.
- (10) Healthcare Benefits: The Union will propose enhancements to bargaining unit healthcare benefits and the reimbursement of medical costs incurred by bargaining unit members.
- (11) Retirement Benefits: The Union will propose enhancements to bargaining unit retirement benefits.
- (12) Discipline & Discharge, Employee Evaluations: The Union will propose a system of discipline consistent, in general, with the labor relations concepts of “just cause” and “progressive discipline.” The Union also will propose a regular and consistent system of employee evaluations.

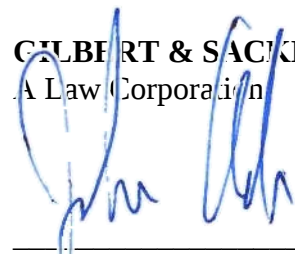
- (13) Seniority: The Union will propose a system of seniority which recognizes the tenure of employees as it relates to employment, assignments, and staffing at the College.
- (14) Layoffs: The Union will propose a method of layoffs recognizing the seniority of bargaining unit members.
- (15) Health and Safety (Working Conditions): The Union will propose enhancements to the health and safety at work, or working conditions, of bargaining unit members.
- (16) Promotions and Professional Development: The Union will propose enhancements to the promotional opportunities and professional development of bargaining unit members.
- (17) Tuition Remission: The Union will propose enhancements to the tuition remission available to bargaining unit members and their families.
- (18) Joint-Labor Management Committee: The Union will propose a Joint Labor-Management Committee in the interests of fostering harmonious labor relations and resolving differences between the parties promptly and informally.
- (19) Term: The Union will propose a term of the agreement.

This letter is not intended to be a complete list of all proposals, or matters within the scope of representation, which the Union seeks to bargain. The Union therefore reserves its right to sunshine and/or present additional proposals going forward.

We look forward to productive bargaining with the College in the near future.

Very truly yours,

GILBERT & SACKMAN
A Law Corporation



Joshua Adams