

TO: Members of the Board of Trustees

FROM: Robert S. Blizinski Vice President of Human Resources

DATE: June 11, 2025

RE: Sunshine of District Initial Proposals to SEIU Local 721 for Management Unit Negotiations

RECOMMENDATION: It is recommended that the Board of Trustees receive and review the District's initial proposals to SEIU Local 721 for the purpose of public sunshining, in accordance with Government Code Section 3547.

BACKGROUND: SEIU Local 721 has been certified as the exclusive representative of the newly recognized management bargaining unit at Pasadena City College. In preparation for entering into negotiations for a first collective bargaining agreement, the District is presenting its initial proposals for sunshining in accordance with the requirements of the Educational Employment Relations Act and the Brown Act.

These initial proposals represent general areas of interest that the District intends to address in negotiations. They are not detailed proposals or binding positions, but rather broad statements of direction which identify topics the District seeks to include in the forthcoming negotiations.

The following articles of interest are proposed for opening: Agreement and Recognition, District Rights, Union Rights, Wages, Benefits, Leaves, Evaluation Procedures, Discipline, Grievance Process, and a number of operational and professional topics relevant to management roles. A complete list is attached for reference.

Following public comment and Board review, these proposals will be used as the basis for negotiations with SEIU Local 721, with the goal of reaching a fair and fiscally responsible agreement that supports both institutional goals and the success of our management employees.

PASADENA AREA COMMUNITY COLLEGE DISTRICT INITIAL PROPOSALS TO SEIU LOCAL 721

BOARD OF TRUSTEES – SUNSHINE ITEM

In accordance with Government Code section 3547 and the Brown Act, the Pasadena Area Community College District hereby presents its initial proposals to SEIU Local 721 for a collective bargaining agreement with the newly formed management bargaining unit. These proposals outline the District's intent to open the following articles for negotiation. These are broad statements of interest and do not constitute final offers or positions.

1. Agreement and Recognition

- To define the bargaining unit covered under the agreement, including classifications represented by SEIU and excluded positions.

2. District Rights

- To affirm the District's legal authority to operate and manage the College effectively, including fiscal and operational priorities.

3. Union Rights

- To establish provisions governing SEIU's access, communication, use of facilities, release time, and other representational rights.

4. Wages

- To negotiate a compensation system that reflects equity, fiscal responsibility, and the value of management roles within the District.

5. Health and Welfare Benefits

- To provide a benefits package consistent with District offerings and sustainable budget practices.

6. Hours of Work and Overtime

- To define expectations for exempt and non-exempt status, workweek structures, and possible additional compensation.

7. Leaves

- To codify available leaves including sick, vacation, personal, bereavement, jury duty, parental, and FMLA/CFRA.

8. Evaluation Procedures

- To establish clear, fair, and consistent evaluation criteria and timelines for management employees.

9. Discipline and Due Process

- To ensure just cause standards and procedural protections in disciplinary actions.

10. Grievance Procedure

- To implement a structured process for resolving contractual disputes in a timely and equitable manner.

11. Professional Development

- To support ongoing training, leadership development, and continuing education for management staff.

12. Term of Agreement

- To negotiate a multi-year agreement with defined reopeners and procedures for future negotiations.

13. Job Descriptions and Classification Review

- To define how job roles are documented and how classification changes or reclassification requests are reviewed.

14. Workload and Assignment Expectations

- To clarify performance expectations, workload standards, and alignment with institutional goals.

15. Management Rights and Responsibilities

- To detail the duties and expectations of managers in leading and implementing District operations.

16. Severance or Separation Provisions

- To establish notice periods or conditions for separation, particularly for non-probationary or long-term employees.

17. Reclassification and Advancement

- To define pathways for promotion, advancement, and organizational changes within the management unit.

18. Performance Improvement Plans

- To provide structured processes for performance support prior to initiating formal discipline.

19. Retreat Rights

- To clarify conditions under which management employees may retreat to faculty or classified service, if applicable.

20. Confidentiality and Conflict of Interest

- To reinforce ethical standards regarding sensitive information, decision-making, and disclosure.

21. Succession Planning and Interim Appointments

- To define interim assignment practices and support for internal talent development.