

45 including the information required by law, at least once every 120 days. For newly hired
46 employees, the District shall provide the required information within 30 days of hire or by the
47 first pay period of the month following hire.

48
49 **D. Costs of Printing Agreement** [TA on 12.02.2025]
50

51 Cost of printing copies of the Agreement shall be shared equally between the District and the
52 Union. One copy of the Agreement shall be furnished by the Union to each covered employee.
53 The District shall provide copies to its management. The Agreement shall be posted on the
54 District's website.
55

56 **E. Union Conference Attendance.** [TA on 12.02.2025]
57

58 The District shall grant conference attendance with pay but without expenses up to but
59 not to exceed the equivalent of five (5) consecutive working days for three (3) employees,
60 designated by the Union, for the purpose of attending Union conferences.
61

62 **F. Shop Stewards and Union Release Time** [Tentative Agreement – 02.06.2026]
63

64 1. A reasonable number of shop stewards shall be designated by the Union in
65 writing or by email. A list of stewards shall be provided by email to District Labor Relations on
66 or before July 1 of each year. Additions to or deletions from the list shall be reported by email to
67 District Labor Relations as they occur.
68

69 2. The District shall grant ~~1.50 FTE (approx. 3500 hours)~~ 35 hours of paid release
70 time annually per week, which shall be non-cumulative, to Supervisory Unit members, which
71 shall be allocated by the Union among its Officers and Stewards for the performance of Union
72 business.
73

74 Additional paid leave shall be granted upon request for bargaining team meetings and
75 for any standing, regular meetings (i.e., Joint Labor Management ~~Committee~~-Meetings) between
76 the Union and the District. The Union shall make reasonable efforts to give a minimum of 24
77 hours advance notice for standing and planned meetings. For ad hoc or unplanned meetings
78 (e.g., grievance meetings, disciplinary hearings, or meetings otherwise rescheduled without
79 adequate notice) the District shall provide paid release of employees as requested by the Union.
80

81 **G. Newly Hired Employees**
82

83 1. This Article applies to “newly hired employees” as defined under Government
84 Code section 3555.5 who are: (a) hired by the District into a classification within the bargaining
85 unit for which Local 721 is recognized as the exclusively recognized employee organization; or
86 (b) current District employees who are new members to Local 721 due to accretion, promotion,
87 or demotion. [TA on 12.02.2025]
88

89 2. The District shall provide Local 721 mandatory access to all District or District-
90 sponsored new employee orientations. ~~Local 721 Unless otherwise communicated by the~~
91 ~~District, new employee orientations are typically held the Friday morning following the monthly~~
92 ~~board of trustees meeting shall receive at least ten (10) days' written notice of the time, date,~~
93 ~~and location of the newly hired employees' orientation meeting, whether the orientation is in-~~
94 ~~person or online.~~ The District may provide shorter notice where there is an urgent need to
95 provide shorter notice critical to the District's operations that is not reasonably foreseeable. The
96 District shall provide the written notice of the orientation ~~to the Local 721 Worksite Organizer,~~
97 ~~the Stewards, and to membership@seiu721.org to email address of the chapter identified~~
98 ~~individual.~~ ~~The District shall provide this notice regardless of the number of participants in the~~
99 ~~orientation.~~ Representatives of the Union shall be permitted to make a presentation of up to
100 thirty (30) minutes to newly hired employees in the bargaining unit at the end of the newly hired
101 employees' orientation meeting and may present written materials. Local 721's presentation
102 shall occur in a portion of the orientation for which attendance by the newly hired employees is
103 mandatory. No non-bargaining unit representative of management shall be present during the
104 Union's presentation. [Tentative Agreement – 02.06.2026]

105
106 3. The District shall grant up to one (1) hour of release time for Stewards to
107 participate in each orientation, including preparation and travel time. Orientations will be held
108 on District property during the workday of the newly hired employee, unless circumstances
109 require that the orientations be held online. If the District has not conducted a new employee
110 orientation within thirty (30) days of a newly hired employee's start date, Local 721 shall be
111 entitled to schedule an in-person meeting at the employee's worksite during work hours, during
112 which the newly hired employee shall have the opportunity to attend and shall be relieved of
113 other duties for the purpose of attending the meeting. During this meeting, the Local 721 shall
114 be permitted to communicate directly with newly hired represented employees for up to thirty
115 (30) minutes of paid time. No non-bargaining unit representative of management shall be
116 present during the Union's presentation. The District shall provide appropriate on-site meeting
117 space within seven (7) calendar days of receiving a request from Local 721.
118 [TA on 12.02.2025]

119
120 4. The District shall send to the Union a list of all newly hired employees hired into
121 a classification represented by Local 721 scheduled to attend new hire orientations including:
122 each employee's first name, middle initial, last name; employee identification number; employee
123 hire date; employee job classification; department, work location, home, and personal cellular
124 telephone numbers, personal and work email addresses on file with the District. This list shall be
125 provided ~~at least five (5) days prior to the orientation~~ within 30 days of the date of hire.
126 [Tentative Agreement – 02.06.2026]

127
128
129 Signed and entered into this _____ day of _____, 2026.

130 FOR THE COLLEGE DISTRICT

FOR THE UNION

131

132 
133 _____
134 Robert S. Blizinski
135 Assistant Superintendent/V.P. Human Resources

136 
137 _____
138 Brian Cummins
139 Director, Human Resources

Joshua Adams

Josh Adams, Co-Chief Negotiator



Carlos "Tito" Altamirano,
Co-Chief Negotiator