TENTATIVE AGREEMENT BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 721

February 11, 2026

The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Service Employees International Union (SEIU) Local 721 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the two parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 6 – NONDISCRIMINATION [Tentative Agreement – 02.06.2026]

1. The District and/or SEIU 721 shall not illegally discriminate against any member of the bargaining unit on account of race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age, political affiliation, domicile, sexual orientation, or membership and/or participation in any employee organization as defined by EERA.

2. The District and/or SEIU 721 shall not illegally impose or threaten to impose reprisals on employees, to discriminate or threaten to discriminate against employees, or otherwise to interfere with, restrain, or coerce employees because of their exercise of rights guaranteed by the EERA.

Signed and entered into this _____ day of _____, 2026.

FOR THE COLLEGE DISTRICT	FOR THE UNION
_____	Joshua Adams _____
Robert S. Blizinski Assistant Superintendent/V.P. Human Resources	Josh Adams, Co-Chief Negotiator
B. Cummins _____	_____
Brian Cummins Director, Human Resources	Carlos “Tito” Altamirano, Co-Chief Negotiator