

AFT Guild, Local 1931

Summary of Proposed Changes for SDCCD Classified Professionals New Contract

Article I: Recognition

- Clarifies definition of Classified bargaining unit, including which positions belong in it.

Article III: Employee Organization & Unit Member Rights

- Adds notification to unit member when public records act request is received.
- Increases amount of allowable time for AFT Guild group meetings from one to two hours.
- Clarifies that members who are off-duty do not need to be responsive to work related communications.

Article IV: Employee Rights

- Adds new language to ensure computers and other equipment remain up to date.

Article V: Workweek and Hours of Work

- Proposal for a 32 hour workweek as the standard workweek at same salary.
- Allows unit members 8 hours per month for professional development and shared governance activities.
- Increases notification time for any schedule or shift changes from 15 to 20 working days.
- Allows for remote work requests, similar to vacation leave requests.
- Provides for an additive for those absorbing extra work due to vacant positions.

Article VI: Pay & Allowances

- Increases the guaranteed promotional increase to 10% for maintenance and operations positions, to match that for office/technical promotions.
- Deletes the requirement that maintenance and operations need to work more than eight hours to qualify for the shift differential.
- Starts out of class pay at three days rather than five days in out of class assignment.
- Limits out of class assignments to six months.
- Unit members may not be forced to accept an out of class assignment.
- All new hires will start on Step C of their job classification.
- Clarifies winter break closure dates.
- Includes language reflecting current practice regarding campus closures which are outside of the control of the District.

Article VII: Employee Benefits

- Ensures that the District will cover the full cost and provide the appropriate paid release time and travel time of required examinations, screenings, or any other medical tests necessary as a condition of employment.
- Increase in the amount of computer loans available per individual from \$2,000 to \$3,000.

Article VIII: FMLA/CFRA/PDL

- Updates language to comply with legal requirements for PDL, FMLA, CFRA, and PL leaves.

Article X – Vacation

- Clarifies that unit members do not need to state the reason for their vacation request.
- Increases the vacation leave accrual for unit members in years five through ten from 17 to 19 fays per year.

- Unit members to receive a payout of any vacation time accrued in excess of two years of accrual not used within three months of hitting this limit.

Article XI: Sick Leave

- Clarifies definition of “family member.”
- Codifies existing practice the catastrophic leave can be used to care for family members.
- Codifies existing practice the catastrophic leave can be used for pregnancy disability leave.

Article XII: Long-Term Leaves of Absence

- Expands the types of leaves available for professional study leave proposals to include research, and scholarly and creative works leaves.

Article XIII: Short-Term Leaves of Absence

- Updates definitions of family members.
- Adds death of service animal to list of reasons for bereavement leave.

Article XV: Professional Growth

- Guarantees eight hours per month for participation in professional development activities.
- Adds professional development activities as an additional approved activity to advance on the salary schedule.

Article XVI: Evaluation

- Updates probationary period to six months for all job classifications except police dispatcher (by statute).

Article XVII – Transfer, Reassignment, Promotion

- Clarifies the definitions of “demotion” and promotion.”
- Clarifies that unit members have the right to apply for any open position, without supervisor approval.
- Gives unit members the right to return to their previous position within six months of a voluntary transfer, provided it hasn’t been filled.
- Increases the notice requirement for permanent transfers from 15 to 20 days.
- Requires the District to give notice to the Guild upon the creation or deletion of positions.

Article XVIII – Classification and Reclassification

- Clarifies that unit members do not need their supervisor’s approval to seek a re-classification of their job duties.
- Updates the composition of the reclassification panel to reflect current practice.
- If a position is upgraded for any reason, ensures incumbent will remain in the position without having to re-apply for it.

Article XIX - Seniority, Layoff, and Re-employment

- Updates layoff notifications to comply with current statute and updates other layoff notification timelines.

Article XX - Discipline and Due Process

- Updates probationary period to six months for all job classifications except police dispatcher (by statute).

Article XXI - Grievance

- Extends the timeline for filing a formal grievance from 20 to 30 work days.
- Updates arbitration language for cases when the unit member is not represented by the Guild.

Article XXII: Safety

- Clarifies that unit members who are required to attend disciplinary hearings of others shall have the right to representation.

Article XXVIII – Duration and Conditions

- Updated contract duration dates to January 1, 2024 through June 30, 2026.