

**From:** [Gregory Smith](#)  
**To:** [Gregory Smith](#)  
**Subject:** RE: Chancellor's Message: 36-Hour Workweek Operations Pilot  
**Date:** Wednesday, November 12, 2025 4:18:52 PM  
**Attachments:** [image001.png](#)

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My apologies everyone, I listed the incorrect dates of the pilot in the email below. The correct dates are January 5<sup>th</sup> through April 3<sup>rd</sup>. Additionally, I meant to announce the District will remain closed on Friday, January 2<sup>nd</sup>. This will be a paid district holiday, employees will not be required to use accrued leave on this day.

Apologies for the confusion.

Greg



**Gregory Smith** (he, him, his)  
*Chancellor*

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**From:** Gregory Smith <[gsmith@sdccd.edu](mailto:gsmith@sdccd.edu)>  
**Sent:** Wednesday, November 12, 2025 4:11 PM  
**Subject:** Chancellor's Message: 36-Hour Workweek Operations Pilot

Good Morning SDCCD Community,

The District and the AFT Guild, Local #1931 Classified Professionals unit recently completed negotiations on a 2025-2028 collective bargaining agreement (CBA). A key item in the negotiations has been a proposal for a reduced hour workweek for all Classified Professionals represented by the AFT. Over the last 18 months, the District and AFT bargaining representatives have been engaging in good faith negotiations to explore how a work hour reduction could be implemented without negatively impacting students, availability of services, or efficient operations. All of the other items under negotiation were resolved, so the District and AFT reached a tentative agreement on the new CBA and agreed to continue negotiations on the reduced hour workweek proposal separately.

The negotiations have included the potential for a short-term pilot for a reduced hour workweek that would provide more concrete data and information on the impacts to services and operations.

While we have some information from summer months when the colleges shift most operations to Monday through Thursday and close on Friday, it is difficult to extrapolate those findings to the impact of reducing work schedules when we operate at full capacity during the fall and spring semesters.

In the interest of continuing our good faith negotiations and developing the data and information necessary to conclude negotiations on this item, the District and AFT have agreed to implement a pilot 36-hour workweek schedule for all Classified Professionals **beginning January 5<sup>th</sup> and ending at the conclusion of spring break on April 3<sup>rd</sup>**. This will be implemented in most departments and offices by reducing Friday service hours, as currently happens in many student service-oriented offices. Specific hours of operation will be determined within each College's and District's divisions according to operational and program needs. The majority of instruction occurs Monday through Thursday, so this approach will reduce the likelihood of any negative impact on classroom faculty or instruction. Specific areas will adopt alternative schedules that maintain current service hours on Fridays based on operational need. In those areas, adjustments to service hours or specific employee work schedules will be made on other days to minimize or eliminate any impact on current services while achieving the 36-hour work week for our Classified Professionals.

While this pilot is being conducted within bargaining with the AFT Classified Professionals, the workweek reduction will apply to unrepresented confidential employees equally. Overtime exempt supervisory and management employees and Police Department employees will have some work hour reductions as well, with flexibility necessary to ensure public safety, complete critical work assignments, attend scheduled meetings and events, and conduct other necessary business on Fridays. Specific impacts will be discussed with each bargaining/meet-and-confer unit and within each department and division.

I encourage everyone to embrace this opportunity to critically assess how we currently operate in many areas and identify ways we might improve the quality of our work while expanding work-life balance. Your feedback on what worked well and what can be improved will help guide our organizational growth and development independent of the outcome of collective bargaining. There will be extensive implementation planning heading into January, including methods for collecting quantitative and qualitative feedback.

Thank you,

Greg



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