

Board of Trustees Agenda Item

Board Meeting Date: August 8, 2011

TITLE OF ITEM: Public Hearing- Open Negotiations for 2011-2012 between the District and the Association of Classified Employees (ACE)

BACKGROUND AND ANALYSIS:

In accordance with Government Code section 3547, the Foothill- De Anza Community College District and ACE propose to begin negotiations on the current Agreement (November 1, 2009 through October 31, 2011) on the following Articles:

District:

Article 4- Temporary Work
Article 5- Union Rights
Article 7- Employment Practices
Article 8- Pay and Allowances
Article 10- Leaves
Article 11-Layoff
Article 15- Classification and Reclassification
Article 16- Disciplinary Action
Article 17- Retirement
Article 18- Benefits
Article 23- Duration

ACE:

Article 5.2 as it relates to released time
Article 7.6 Reorganization
Article 7.12 regarding transfer of relatives/partner
Article 8 in its entirety
Article 10.13 Staff Development Leave
Article 11.3 Notification to ACE regarding layoffs; Retirement Incentives
Article 15.2 regarding notification to ACE of reclassification requests; career ladders
Articles 15.5 and 15.6 regarding reclassification appeals
Article 16.2.8 regarding designation of a Skelly officer
Article 19 to incorporate "first responder" training
Article 20 Eliminate Article 20.5
Article 22 as to defining members
Article 23 in its entirety

In addition to the listed articles, the District and ACE have an interest to review, edit and clean up non-substantive and outdated language in the Collective Bargaining Agreement to facilitate clarity and the better use of the agreement.

RECOMMENDATIONS: Director of Human Resources Suzanne Pfeiffer recommends approval

Submitted by:	Dorene Novotny, Vice Chancellor of Human Resources & Equal Opportunity x6211
Additional contact names:	Suzanne Pfeiffer, Director of Human, x6109
Is backup provided?	No