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**San Mateo County Community College District Initial Proposal for the  
Successor Agreement with the  
Local 829, Council 57, American Federation of State, County and  
Municipal Employees, AFL-CIO**

**February 23, 2022**

**GENERAL FRAMEWORK**

The District recognizes that the Local 829, Council 57, American Federation of State, County and Municipal Employees, AFL-CIO contract expires on June 30, 2022, and is prepared to negotiate any and all provisions of the contract for inclusion in a successor agreement.

The concepts upon which the District wishes to negotiate any items in the contract are reinforced by the following concepts and values:

- Alignment with the District's commitment to 'Students First' as manifested in the District's Strategic Plan
- Commitment to an equity-minded environment and culture that embraces and promotes diversity and inclusion, reinforces an anti-racist framework, supports students and employees in achieving their potential, and embodies the fulfillment of a social justice mission
- Fiscally responsible, prudent and economically sustainable

As such, the District offers the following initial bargaining proposals:

**Global:** The District intends to submit proposals that bring the appropriate dates and duration of the agreement current (including Article 17 – Duration), correcting grammatical and numbering errors, eliminating expired sections, and replacing or removing outdated terms.

**Article 2: Membership Dues or Services Fees**

The District has an interest in modify the language regarding Agency Shop/Dues deductions per Janus and California law.

**Article 3: Definitions**

The District has an interest in revising certain definitions for clarity and accuracy regarding overtime assignments.

**Article 4: Organizational Rights**

The District has an interest in updating the language regarding required Contact and unit member information per AB 119 and California law.

**Article 7: Holidays**

The District has an interest in revising language for clarity and accuracy and updating list of holidays and compensation for employee required to work on holidays.

**Article 8: Pay and Allowances**

The District has an interest in revising language relating to the total compensation formula and various allowances, stipends, and differentials in a fiscally prudent manner to ensure the District is able to maintain appropriate operations and attract and retain qualified personnel across the District and revising language for clarity and accuracy regarding initial placement.

**Article 9: Health and Welfare Benefits**

The District has an interest in revising language relating to the total compensation formula in a fiscally prudent manner to ensure the District is able to maintain appropriate operations and attract and retain qualified personnel across the District and revising language for clarity and accuracy regarding initial placement.

**Article 10: Leaves**

The District has an interest in revising language for clarity and accuracy, in including medical verification for absences and to bring this section into legal compliance.

**Article 12: Grievance Procedure**

The District has an interest in revising language for clarity of process in the process, updating grievance forms, as well as adding procedures for further discussion and review for resolution and evaluate the continuing need for the Binding Arbitration Pilot Program.

**Article 15: Miscellaneous**

The District has an interest in revising language for clarity and accuracy, including bringing the language into compliance with the law regarding contracting out of services, substitutes, recruiting, and overtime, as well as to bring the language into conformance with current practices.

**Article 16: Disciplinary Procedures**

The District has an interest in revising language for clarity and accuracy to reflect the steps in the process and progressive discipline.

**Article 18: Layoffs, Seniority, Bumping Rights and Re-Employment**

The District has an interest in revising language for clarity and accuracy and bring the provisions into compliance with legal requirements.

The District reserves the right to add to or modify its proposals during the negotiation process consistent with the procedure set forth in Government Code section 3547(d).