



**Palomar College Council of Classified Employees CFT/AFT Local 4522's  
2023-2024**

**Initial Contract Successor Proposal  
To the  
Palomar Community College District**

**June 13, 2023**

The Palomar College Council of Classified Employees CFT/AFT Local 4522 (CCE) hereby notifies the Palomar Community College District (District) of CCE's intent to modify or amend the current collective bargaining agreement (CBA) and negotiate a successor agreement. CCE desires to alter or amend the following articles and presents its proposals for public discussion in accordance with Government Code §3547:

**ARTICLE 1 – RECOGNITION**

Maintain recognition article.

**ARTICLE 2 – NON-DISCRIMINATION AND HARASSMENT-FREE WORKPLACE**

Modify to include that Palomar College is a bully-free workplace.

**ARTICLE 3 – DEFINITIONS**

Modify to update definitions to ensure that they are aligned with any agreed upon changes.

**ARTICLE 4 - AGREEMENT CONDITIONS**

Modify to include a new CBA term.

Modify to eliminate CBA reopeners.

**ARTICLE 5 - DUTIES AND RESPONSIBILITIES**

Modify to ensure the cost for employees' in-service training includes the release time necessary for their attendance.

Modify to include professional development opportunities for employees.

**ARTICLE 6 – UNION RIGHTS**

Modify to include bargaining unit position protections from contracting out.

Modify to add language that ensures all bargaining unit position vacancies are filled timely.

Modify to change the max number of days the District has to notify CCE of the hire of a new bargaining unit employee.

Modify to change the current CCE membership withdrawal process.

Modify to update language related to CCE's right to communicate with bargaining unit members.

Modify to include a timeline for which the District has in order bill CCE for use of District equipment and/or supplies.

Modify to ensure that there is sufficient release time for CCE representatives to meaningfully engage with the District in the parties' labor relations work.

#### **ARTICLE 7 – DISTRICT RIGHTS**

Modify to ensure that all District rights are aligned with law.

#### **ARTICLE 8 - MEDICAL EXAMINATIONS**

Modify to clarify what District expenses shall be paid as they relate to medical examinations.

#### **ARTICLE 9 – EMPLOYMENT STATUS**

Modify to update the probationary period for employees to ensure it is codified with new law.

#### **ARTICLE 10 - CLASSIFICATION AND RECLASSIFICATION**

Modify to expand the classification review process.

Modify to update the reclassification appeal process.

Modify to add language regarding bargaining unit wide classification reorganization.

Modify to add language regarding the upgrading of classifications.

#### **ARTICLE 11 – HOURS AND OVERTIME**

Modify to clarify that employees retain their rights provided by law regarding a change to their work hours.

Modify to add language regarding the appropriate circumstances for a bargaining unit employees' workload increase.

#### **ARTICLE 12 – COMPENSATION**

Modify to clarify that employees deserve a fair living wage.

Modify to change the current initial salary schedule placement for new bargaining unit employees.

Modify to change the current salary increase process for bargaining unit employees who are promoted.

Modify to add clarity with regards to when an 100% out of class assignment in a specific classification may be extended.

Modify to add clarity with regards to when an expanded higher level duties outside of current classification may be extended.

### **ARTICLE 13 – HEALTH AND WELFARE BENEFITS**

Maintain fair and equitable medical benefits.

### **ARTICLE 14 - LEAVES**

Modify to ensure that catastrophic leave is codified with law and current policies.

### **ARTICLE 15 - HOLIDAYS**

Modify to add Cesar Chavez Day as a paid holiday.

### **ARTICLE 16 - VACATION**

Maintain vacation article.

### **ARTICLE 17 - DISCIPLINE**

Modify to ensure that the employee disciplinary process is codified with new law.

### **ARTICLE 18 - EVALUATIONS**

Maintain evaluations article.

### **ARTICLE 19 - GRIEVANCES**

Modify to update the current grievance form.

### **ARTICLE 20 – TRANSFERS, PROMOTIONS, AND VOLUNTARY DEMOTIONS**

Modify to ensure any language in relation to promotion salary increases are aligned with any potential changes made elsewhere.

### **ARTICLE 21 – LAYOFFS AND REEMPLOYMENT RIGHTS**

Modify to update the layoff procedures and reemployment rights for employees to ensure they are codified with new law.

## **ARTICLE 22 – PERSONNEL FILES**

Maintain personnel files article.

## **ARTICLE 23 - RESIGNATIONS**

Modify to include a mandatory exit interview for employees who resign their employment.

## **ARTICLE 24 – RETIREMENT BENEFITS**

Modify to include maintaining district email, access to gym, and parking privileges as retirement benefits.

## **ARTICLE 25 – HEALTH AND SAFETY**

Maintain health and safety article.

## **ARTICLE 26 – PROFESSIONAL GROWTH**

Maintain professional growth article.

## **ARTICLE 27 – CAMPUS PEACE OFFICERS**

Maintain campus peace officers article.

## **ARTICLE 28 – RATIFICATION**

Modify to include a new ratification date.

## **NEW PROFESSIONAL DEVELOPMENT ARTICLE:**

Modify to add new professional development article.

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*CCE reserves the right to add, delete or modify these proposals as determined through the bargaining process, including but not limited to responses to proposals made by the District.*