Meet and Confer 2013

AFSCME Team Members

Arlene Muniz, Chief Spokesperson; AFSCME Local 449
Virginia Ortega, Division Chair
Bruno Loya, Chief Steward
David Clark, Assistant Chief Steward
Anna Richards, Steward
Valerie Vidal-King, Steward
Rose Bolz, Division Vice Chair (Alternate)
AFSCME brought forward 11 proposals total.

The following were tentatively agreed upon and signed.
AFSCME Non-Economic Proposals

Section III-B. Seniority – Seniority lists to indicate classification and work site.

Section VI. Professional Development - revision of language for clarity.

Section IV-J. New language - ability to take Fitness and Wellness courses on an audit basis. (Resolved as Non Meet & Confer issue.)

Section IV-C. Shift Differential - language clarification.

Section V4-D. Annual Leave - alignment of accrual with Exempt Group.
Compensation

Appendix B. Salary increase – 3.0% increase to salary schedule, pending budget parameters.

Appendix B. Increase salary classification table by one steps.
AFSCME Meet and Confer Proposals

The following proposals remain concerns that AFSCME will continue to revisit.

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Section V-A. Holiday and Recess - eliminate Saturday schedule in proximity to holiday/recess weekends.

Section III-F. Employment - allow employees to apply as internal candidates for any positions throughout the District.

Appendix B. Develop a separate classification table for Facilities employees based on industry standards.
Meet and Confer 2012

Management Team Members
Denise M Bainton, Chief Spokesperson;
Janet May
Doreen Armstrong
John Gillis

AFSCME would like to thank the Management Team for their cooperative and productive efforts.
Management brought forward 12 proposals total.

The following were agreed upon and signed.
Section II-A. Work Week – Clarify language for beginning and ending work week.

Section II-H-B. Annual and Sick Leave – Clarify language on access to annual and sick leave during first three month probation period.

Section II-I-1,2,3 Environmental Health and Safety – Suggested language changes to reflect Safety Committee roles and how safety issues are addressed.

Section IV-C. Shift Differential – Clarify language for eligibility for pay differential.

Section IV-G&H. New language Temporary Assignment of Duties Outside of the Classification – Clarification of compensation for employees in different classifications and acting assignments.
Section V-D. Annual and Sick Leave – Clarify qualification for transfer of sick to annual leave.

Section VI-C. Professional Development Fund – Funds to be available for both part-time and full-time employees.

Section VI-C. Professional Development Fund – Clarify definition of funds.

Section VII. Non-Exempt Employee Unit Representatives – Clarify the role of College AFSCME representative versus non-employee AFSCME representatives.
Section Appendix D. Criteria for Step Advancement – Clarify that any regular non-exempt can pursue and obtain step advancement.

Section VI-F Application and Awarding Process – Advises employee of his/her legal requirement to disclose funds.
Additional Information

• Due to possible disconnect of information discussed with BOG at the March Meeting with BOG/AFSCME Meet/Confer Members we would like to:
  • Extend a climate of cooperation between Management/AFSCME
  • We are asking for reconsideration of BOG salary action item and an extension to our Meet/Confer process
  • Extension of the Meet/Confer Process to additional sessions
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