

SFCCD Tentative Agreement

Articles

- Article 8 Personnel Files (F.1 Removal of Material)
Changed “seal” to “remove”.

- Article 13 - Staff Development
Committee for review and approval of grants was created. The grant is now for educational and wellness purposes.

- Article 14 (Parking and Public Transportation (B. Transit Costs)
The District and the Union will meet regarding mitigation of transit costs within 60 days of ratification.

- Article 15 - Public Safety (F. FTO Premium/G. On-Call Premium)
 - F. 7% differential
 - G. 3 hours minimum for On-Call Premium

- Article 16 – Job Posting and Transfer Opportunities (B. Transfer Opportunities)
Members now have the right to request documented justification through the Union if denied a transfer to an existing vacant position in the same classification.

- Article 17 – Custodial (D. Uniforms)
Increased allowance for uniforms and shoes. Employees identified as needing safety footwear will be required to wear safety footwear at all times while performing work assignments.
 - **Current Full-Time Employees:** Pants & Skirts - \$150, Shoes/Boots - \$225
 - **Current Part-Time Employees:** Uniform Pants/Skirts - \$75, Shoes/Boots - \$225
 - **New Full-Time Employees:** Uniform Pants/Skirts - \$300, Shoes/Boots - \$225
 - **New Part-Time Employees:** Proportionate allowance to purchase pants/skirts, Shoes/Boots - \$225

- Article 22 – Health and Safety
F. New language regarding Daylight Savings to Standard Time Change.
Employees whose workday ends at 6pm shall be given the option to start their workday as early as 7am.

- Article 23 – Rest Breaks/Lunch Breaks
Adding language for lunch breaks.
- Article 25 – Duration of Agreement
Modify duration of agreement to July 1, 2023, through June 30, 2026.
- Article 27 – Access to District Facilities for retired Classified Employees
Modification to issues pertaining to retiree email accounts (minimum of 10 years of service).
- Article 28 – Benefits (A. Medical)
Clean-up language on insurance premium rates.
- Article 29 – Uniforms
Increase uniform allowances to match Article 17 amounts.
- Article 30 – Sub-Contracting Out
Language improvement.
- Article 34 - Holidays
Added Juneteenth to the contract.
- Article 37 – Wages
Wage increases over a 3-year term. See TA presentation for details.

New Language

- Alternative Reopener Clause
Reopener for the fiscal years of 2025 and 2026 should any other employee group getting a cumulative wage more than 10%, except for SFBCTCU. Also includes reopener for two (2) non-economic items.
- Climate Justice
Create a Climate Justice Transition Committee to make recommendations on matters related to: Air Quality; Energy Efficiency; Vehicles/Transportation;

Housing: Heat Abatement and Green Spaces; Organic Food; Sustainability; Safety.

- Affordable Housing for Classified Employees
If the lower Balboa Reservoir is developed and housing is made available to City College employees, the district agrees to meet and confer with SEIU regarding the possible implementation of a future employee housing program.
- AB119 New Employee Orientation
Union security and new employee access and orientation.
- Technology
Language for negotiations (aka meet and confer) over changes in technology.
- Meetings
Language regarding release time for Union meetings.

Link to Full TA: <https://www.seiu1021.org/city-college-san-francisco>

