



Agenda Item Details

Meeting	Mar 10, 2015 - Board of Trustees
Category	15. Human Resources
Subject	15.01 APPROVAL OF TENTATIVE AGREEMENT BETWEEN VENTURA COUNTY COMMUNITY COLLEGE DISTRICT AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 99
Access	Public
Type	Action
Fiscal Impact	Yes
Recommended Action	The Chancellor recommends the Board of Trustees approve the Tentative Agreement reached between the District and SEIU.

Public Content

Issue

This item presents for approval the Tentative Agreements between the Ventura County Community College District (the "District") and the Service Employees International Union, Local 99 ("SEIU").

Background/Analysis

District and SEIU representatives commenced contract re-opener negotiations for Fiscal Year 2014/2015 in August 2014. The parties signed Tentative Agreements on November 18, 2014, and February 9, 2015. SEIU membership voted to ratify the Tentative Agreements on February 25 and 26, 2015.

The Tentative Agreements (attached) provide as follows:

- No changes to Article XII (Health and Welfare Benefits).
- Article IX (Salary):
 - Effective July 1, 2014, each unit member employed as of the first day of the month of the date of adoption of the Tentative Agreement, will receive a one-time, off-schedule payment of two percent of their annual base salary. Should the District achieve its 2014/15 growth target of 2.75%, the salary schedule will be increased by 1.5% effective July 1, 2015.
 - If during the 2014/15 re-opener negotiations, the District grants additional compensation to AFT, excluding an increase to the District's health benefits contribution, the District will grant comparable compensation to SEIU represented employees. "Comparable" shall mean expressed as a percentage of overall compensation.

Fiscal Impact

\$416,000 - Use of General Fund Unallocated Reserves for one-time off-schedule payment. Potential Fiscal Impact: \$312,000 salary increase if District achieves growth target; \$ unknown - comparable compensation to AFT.

Recommended Action

The Chancellor recommends the Board of Trustees approve the Tentative Agreements reached with SEIU dated November 18, 2014, and February 9, 2015.

Staff Position Review	N/A	Primary	Advisory
President	X		
Academic Senate	X		
Legal Counsel			X
Further Information	Jamillah Moore, Michael Shanahan		

[SEIU TA Art XII Benefits 11.18.14.pdf \(38 KB\)](#)

[SEIU Re-Opener T.A. 02.09.15.pdf \(60 KB\)](#)

Motion & Voting

The Chancellor recommends the Board of Trustees approve the Tentative Agreement reached between the District and SEIU.

Motion by Trustee Stephen Blum, second by Vice Chair Larry Kennedy.

Final Resolution: Motion was approved.

Yes: Chair Dianne McKay, Vice Chair Larry Kennedy, Trustee Stephen Blum, Trustee Arturo Hernandez, Trustee Bernardo Perez, Student Trustee Ilse Maymes Advisory Vote



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DISTRICT REOPENER NEGOTIATION PROPOSAL

To: SEIU Local 99
Date: November 18, 2014
Article: Article XII, Health and Welfare Benefits
PROPOSAL: No Change

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SEIU 99
11/18/14



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DISTRICT REOPENER NEGOTIATION PROPOSAL

To: SEIU Local 99
Date: February 9, 2014
Article: Article IX, Salary

PROPOSAL:

- 9.1 Effective July 1, 2014, each unit member employed as of the first day of the month of the date of adoption of this modification to the Agreement, will receive a one-time, off schedule payment of **2%** of their annual base **salary**. Should the District achieve its 2014/15 growth target of 2.75%, the salary schedule will be increased by 1.5% effective July 1, 2015.

If, during the 2014/15 reopener negotiations, the District grants additional compensation to the AFT, excluding an increase to the District's health benefits contribution, the District will grant comparable compensation to SEIU-represented employees. "Comparable" shall mean expressed as a percentage of overall compensation.



Michael W. Shanahan
VCCCD
-1/9/15



Michael Haberberger
SEIU Local 99