

February 1, 2022

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Greg Gillespie, Ph.D.
Chancellor
Ventura County Community College District
761 East Daily Drive, Suite 200
Camarillo, CA 93010

**SUBJECT: Initial Proposals of SEIU Local 99 for Negotiating
Successor Collective Bargaining Agreement**

Dear Chancellor Gillespie:

As required by CA Govt. Cd. Sec. 3547(a), and in accordance with the provisions of Article XXII of our current Agreement, SEIU Local 99 submits our written request to commence negotiations, and our initial proposals for modifications or alterations of this Agreement that it proposes to include in such successor Agreement.

SEIU Local 99 respectfully submits the following items for public notice:

ARTICLE I – EFFECTIVE DATES AND PARTIES TO AGREEMENT: Change date.

ARTICLE VI – PERSONNEL FILES: Update to provide for electronic transmission of files.

ARTICLE VII – EVALUATION: clarify scope of evaluation to exclude authorized off-duty conduct.

ARTICLE VIII – HOURS AND OVERTIME: Review and update as needed for compliance with current laws and policies; update differential rates.

ARTICLE IX – SALARY: Adjust wages (including longevity and premium pay) to recruit and retain the highest quality classified employees; to provide at least a living wage for all employees; and, to maintain economic justice and equity with other groups within this district, among other community colleges and higher education institutions and throughout our local labor market.

ARTICLE X – EMPLOYEES' EXPENSES, TOOLS AND UNIFORMS: Clarify and update as needed.

ARTICLE XI – LEAVES: Clarify and update as needed, specifically for education, wellness, parental, and leave donation eligibility and process.

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ARTICLE XII – HEALTH AND WELFARE BENEFITS: Adjust benefits to recruit and retain the highest quality classified employees; and, to maintain economic justice and equity with other groups within this district, among other community colleges and higher education institutions and throughout our local labor market.

ARTICLE XIII – HOLIDAYS: Update as needed.

ARTICLE XIV – VACATION: Add cash-out option.

ARTICLE XV – TRANSFER AND REASSIGNMENT: Review and update as needed, specifically regarding remote work.

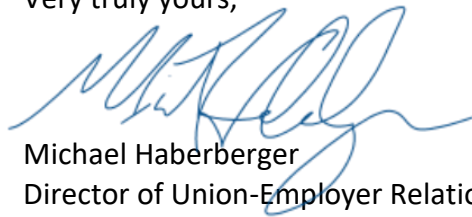
ARTICLE XXI – “ME TOO” CLAUSE: Review and update as needed.

ARTICLE XXII – TERM: Change dates.

For Articles not listed above, the Union proposes to maintain existing contract language.

Thank you for taking necessary steps to agendaize and act on this matter with the Board of Trustees.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Michael Haberberger", is written over the typed name and title.

Michael Haberberger
Director of Union-Employer Relations