



Ventura County Community College District

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DR. GREG GILLESPIE
CHANCELLOR

February 7, 2022

Dear Ms. Urenda and Mr. Haberberger,

Thank you for providing the District with the initial proposals of the Service Employees International Union, Local 99 (SEIU, Local 99). Please find a list of the proposed articles the Ventura County Community College District ("District") wishes to open during the upcoming negotiations for a successor agreement. The District's proposals will be posted on the District website and at the District Office for public inspection and will both be sunshined at the February 15, 2022 Board of Trustees meeting.

We look forward to beginning negotiations and will be reaching out to you soon to begin scheduling bargaining sessions. Please let me know if you have any questions.

Sincerely,

Laura Barroso

Vice Chancellor of Human Resources

**VENTURA COUNTY COMMUNITY COLLEGE DISTRICT'S
INITIAL PROPOSAL TO SEIU LOCAL 99**

February 2022

The issues selected by the Ventura County Community College District for negotiations are motivated and guided by certain principles, including maintaining, and in some instances enhancing core services and programs to students, containing ongoing costs, equitable compensation among employee groups, ensuring fiscal stability and sustainability, and responsible stewardship of public funds. With these principles in mind, the District proposes to open and negotiate the following articles of the Agreement between the Ventura County Community College District and the Service Employees International Union Local 99, dated July 1, 2022, through June 30, 2025.

The District further proposes to commence negotiations on February 21, 2022 and such further dates as agreed upon.

ARTICLE	TOPICS
Article I – Effective Dates and Parties to Agreement	Update Language
Article IV – SEIU Rights	Update language to reflect current process
Article VII – Evaluation	Update Language to define timely; review number of probationary evaluations; review evaluation tool (Appendix C)
Article VIII – Hours and Overtime	Update Language to reflect when shift is assigned by the supervisor, and not when voluntary; clarify language related to worksite
Article IX – Salary	Update Language – dates and changes
Article XI – Leaves	Update Language to clarify Leave criteria
Article XII – Health and Welfare Benefits	Update Language
Article XIII – Holidays	Update Language, adding Juneteenth Holiday
Article XV – Transfer and Reassignment	Review Lateral Reassignment Language Review Service Credit Language
Article XVII = Safety	Update Language
Article XXI – “Me Too” Clause	Update Language
Article XXII – Term	Update Language