

November 20, 2017

**TENTATIVE AGREEMENT
FOR
NEW COLLECTIVE BARGAINING AGREEMENT
BETWEEN
RIVERSIDE COMMUNITY COLLEGE DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION
AND ITS CHAPTER # 535 CSEA**

New Collective Bargaining Agreement
July 1, 2018 to June 30, 2021

The Riverside Community College District (District) and the Riverside Community College District Employees, Chapter #535 of the California School Employees Association (CSEA) hereby agree that it is in the best interest of the District and CSEA to have stability during the July 1, 2018 to June 30, 2021 period. To this end the parties agree to the following items:

AGREEMENT

This Agreement is made and entered into this 20th day of November 2017 by and between Riverside Community College District (hereinafter called the "District") and the Riverside Community College District Employees and the California School Employees Association, and its Chapter 535, California School Employees' Association (*Hereinafter called the "Association"*)

The above referenced collective bargaining agreement shall embody all of the specific terms of the agreement due to expire on June 30, 2018, the parties agree to be bound by all language, provisions and applicable MOU's, with the exception of the agreed upon changes to the salary schedules, Article XVIII – HOLIDAYS AND COLLEGE CLOSURE DAYS and Article XXVII - DURATION AND TERMINATION.

Article XIV - SALARIES

Salary increases for the duration of the contract: In the event any recognized full-time employee group in the District receives an “across-the-board” (i.e., applicable to all bargaining unit members) salary increase higher than the salary increase set forth in the Collective Bargaining Agreement during the period of July 1, 2018 to June 30, 2021, including Cost of Living Adjustment (COLA), the salary schedules set forth in this Agreement will receive the same across-the-board salary increase.

The classified salary schedule will be adjusted as follows:

1. **Increased** by 2% + COLA, effective July 1, 2018 to the extent funded by the State.
2. **Increased** by 2% + COLA, effective July 1, 2019 to the extent funded by the State.
3. **Increased** by 2% + COLA, effective July 1, 2020 to the extent funded by the State.

Article XVIII – HOLIDAYS AND COLLEGE CLOSURE DAYS

A. All employees covered by this Agreement shall be entitled to the following paid holidays except those employees working in positions where they are required to work exclusively on weekends and holidays in accordance with Education Code Section 88204 shall be entitled to the following paid holidays, provided they are in paid status during the working day of their normal assignment immediately preceding or succeeding the holiday:

Holiday	FY 2018/2019	FY 2019/2020	FY 2020/2021
Independence Day	July 4, 2018 (W)	July 4, 2019 (Th)	July 3, 2020 (F) (Observed)
Labor Day	September 3, 2018 (M)	September 2, 2019 (M)	September 7, 2020 (M)
Veterans Day	November 12, 2018 (M) (Observed)	November 11, 2019 (M)	November 11, 2020 (W)
Thanksgiving day	November 22, 2018 (Th)	November 28, 2019 (Th)	November 26, 2020 (Th)
Day after Thanksgiving	November 23, 2018 (F)	November 29, 2019 (F)	November 27, 2020 (F)
Christmas Day	December 25, 2018 (T)	December 25, 2019 (W)	December 25, 2020 (F)
Admissions Day (Observed)	December 26, 2018 (W)	December 26, 2019 (Th)	December 28, 2020 (M)
College Closure days after Christmas Holiday	December 27/28, 2018 (Th/F)	December 27/30, 2019 (F/M)	December 29/30, 2020 (T/W)
New Year's Day	January 1, 2019 (T)	January 1, 2020 (W)	January 1, 2021 (F)
Martin Luther King Jr. Day	January 21, 2019 (M)	January 20, 2020 (M)	January 18, 2021 (M)
Lincoln's Birthday	February 15, 2019 (F)	February 14, 2020 (F)	February 12, 2021 (F)
Presidents' Day	February 18, 2019 (M)	February 17, 2020 (M)	February 15, 2021 (M)
César Chávez Day	April 1, 2019 (M) (Observed)	March 31, 2020 (T)	March 31, 2021 (W)
Memorial Day	May 27, 2019 (M)	May 25, 2020 (M)	May 31, 2021 (M)

B. During College Closure for the Christmas Holiday, employees will be required to utilize vacation or compensatory time off for one (1) day. If the employee does not have any vacation or compensatory time off, they may use a PN day, if available.

C. Before Board action on the academic calendar for each year, the CSEA President will be provided a copy and the opportunity to comment thereon. Copies of the final calendar shall be made available to all CSEA members.

D. When any classified employee is required to work on any of the said holidays, they shall be paid one and one-half times the normal rate of pay, in addition to the regular pay received for the holiday. (See Article XV.)

E. Permanent Part-Time Employees: (1) Permanent part-time employees shall receive holiday pay at their regular pay rate, for the same number of regular hours scheduled to work that day, if the District's designated holiday falls on a day the employee is scheduled to work;

(2) Permanent part-time employees shall be provided with a prorated holiday within the same workweek if the designated holiday falls on a day the employee is not scheduled to work. Appropriate proration is based on Full-Time Equivalent (FTE multiplied by eight (8). FTE = Regular hours scheduled per week divided by forty (40).)

Article XXVII - DURATION AND TERMINATION

- A. This Agreement when ratified and executed by each party hereto shall constitute the sole agreement between them beginning and effective on July 1, 2018. Any modification or amendment of this Agreement must be made by and between the parties hereto in writing and executed by each party hereto. This Agreement is effective on the date of its execution and shall remain in effect through June 30, 2021.

- B. For the second and third year of this Agreement, either the Association or the District shall have the right to reopen two articles each and to seek to amend this Agreement excluding Article XXII (Fringe Benefits).

In order to reopen negotiations for the second year of this Agreement, the Association or the District shall serve notice in writing prior to June 1, 2019. Such notice shall also set forth the party's proposal on the additional issues which the party seeks to reopen. For the third year (July 1, 2020 through June 30, 2021), such notice shall be served in writing prior to June 1, 2020, and it shall set forth the party's proposal on the issues which the party seeks to reopen. Negotiations shall take place at reasonable times after such dates. If the parties cannot reach agreement on such reopened matters, the impasse procedures of Government Code Section 3548-3548.4 shall be utilized.

SIGNATURE PAGE

This edition of the Agreement between the Riverside Community College District and the Riverside Community College District Employees, Chapter #535, CSEA, is the agreement dated 20 November 2017.

Reviewed and approved:

FOR THE DISTRICT:

Michael Burke, Chancellor
Riverside Community College District



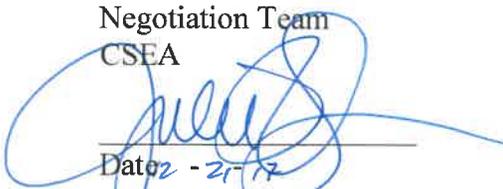
12-18-17
Date - -

FOR THE ASSOCIATION:

Andy Aldasoro
Negotiation Team
CSEA


12-19-17
Date

Julie Taylor
Negotiation Team
CSEA


12-21-17
Date

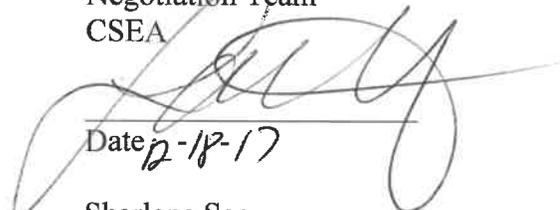
William Diehl
Negotiation Team
CSEA


12-18-2017
Date

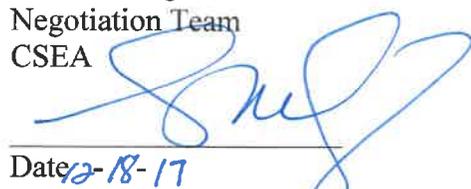
Gustavo Segura
Chapter President
RCCD Employees' Chapter 535
CSEA


12-21-17
Date

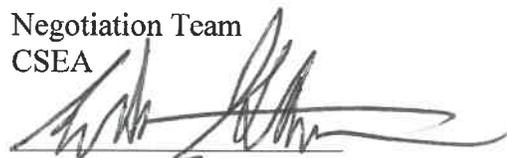
Louie McCarthy
Negotiation Team
CSEA


12-18-17
Date

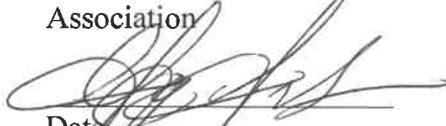
Sharlena Segura
Negotiation Team
CSEA


12-18-17
Date

Andrew Graham
Negotiation Team
CSEA


12-19-17
Date

Gary Snyder
Labor Relations Representative
California School Employees'
Association


Date - -
12-21-17