



# Board of Trustees

LOS ANGELES COMMUNITY COLLEGE DISTRICT  
770 Wilshire Boulevard, Los Angeles, CA 90017 213/891-2000

## AGENDA

### ADDENDUM

#### ORDER OF BUSINESS – REGULAR MEETING

Wednesday, August 10, 2011

Closed Session 12:30 p.m.

Public Session 3:30 p.m.

**Educational Services Center**

**Board Room – First Floor**

**770 Wilshire Blvd.**

**Los Angeles, CA 90017**

- XI. Reports and Recommendations from the Board
- Report on Actions Taken in Closed Session – August 10, 2011
  - Reports of Standing and Special Committees
- XIII. Consent Calendar
- Matters Requiring a Majority Vote
- HRD2. Adopt the District's Initial Proposal to the Service Employees International Union, Local 721
- HRD3. District's Additional Proposal to the Exclusive Representatives of the District's Employees Regarding Negotiation of the Master Benefits Agreement



# Board of Trustees

Los Angeles Community College District

Collective Bargaining

**ACTION**

Noticed: June 15, 2011

Com. No. **HRD2**

Division:

**Human Resources**

Action:

**August 10, 2011**

**SUBJECT: ADOPT THE DISTRICT'S INITIAL PROPOSAL TO THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

Adopt the District's Initial Proposal to the Exclusive Representatives of the Service Employees International Union, Local 721 with a particular focus on the following item:

- Initial proposal applicable to all units (See Attachment 1)

Background: Pursuant to Government Code section 3547 and Board Rule 101400, the Los Angeles Community College District proposes that representatives of the District and agents of the Service Employees International Union, Local 721 commence negotiations on the 2011-2014 collective bargaining agreement.

Government Code section 3547 and Board Rule 101400 require the District to inform the public of the issues to be negotiated with an employee organization by presenting all initial proposals that relate to matters within the scope of representation under the Educational Employment Relations Act at a public meeting of the Board. For that reason, the Board of Trustees is presenting its initial proposal to the above named union to open negotiations on the issues listed above. The matter is on the Board's agenda today so that the public may comment on the proposal before the Board considers its adoption.

Recommended by:

Michael Shanahan, Sr. Associate Vice Chancellor  
Human Resources

Recommended by:

Adriana D. Barrera, Deputy Chancellor

Approved by:

Daniel J. LaVista, Chancellor

Chancellor and  
Secretary of the Board of Trustees

By \_\_\_\_\_ Date \_\_\_\_\_

Candaele _____	Santiago _____
Field _____	Svonkin _____
Park _____	Veres _____
Pearlman _____	Barrero _____
	Student Trustee Advisory Vote

## ATTACHMENT 1

For all bargaining units, the Board adopts the following elements of its Initial Proposal:

### A. Salary Considerations

1. The Board proposes that all compensation agreements shall be contingent upon finalization of a State budget.
2. The Board proposes that any retroactivity is contingent upon meeting monetary goals.
3. The Board proposes to freeze salary schedule increases.
4. The Board proposes to freeze step and/or column movement.

### B. In the event that proposed tax extensions are not implemented, the Board proposes to:

1. Adjust total compensation for each unit sufficient to meet budget constraints for one year with subsequent annual salary reopeners;
2. Increase the number of years to vest for lifetime retiree health benefits for newly-hired employees, grandparenting current employees as part of the Master Benefits Agreement; and,
3. Decrease the employee health benefit allowance (currently \$1500 per year) as part of the Master Benefits Agreement.

### C. The Board will adopt additional elements to complete its Initial Proposal for each bargaining unit.

### D. The Board reserves the right to modify or change any or all of its proposals as part of the bargaining process, and also as financial resources and constraints are announced, implemented or adopted by any applicable legislative body or other process.



# Board of Trustees

Los Angeles Community College District

Collective Bargaining  
**ACTION**

Noticed: July 27, 2011

Com. No. HRD3

Division:

Human Resources

Action: August 10, 2011

**SUBJECT: DISTRICT'S ADDITIONAL PROPOSAL TO THE EXCLUSIVE REPRESENTATIVES OF THE DISTRICT'S EMPLOYEES REGARDING NEGOTIATION OF THE MASTER BENEFITS AGREEMENT**

Pursuant to Government Code section 3547 and Board Rule 101400, the Los Angeles Community College District proposes that representatives of the District and agents of the Los Angeles College Faculty Guild, Local 1521; the AFT College Staff Guild, Local 1521A; the Los Angeles Community College District Administrators' Unit represented by California Teamsters Public, Professional & Medical Employees Union Local 911; the Service Employees International Union, Local 99; the Service Employees International Union, Local 721 and the Los Angeles/Orange Counties Building and Construction Trades Council commence negotiations on the item listed below as agreed in the Master Benefits Agreement for all units:

- The District proposes discussing terms of the Master Benefits Agreement regarding leadership of the JLMBC.

Background: Government Code section 3547 and Board Rule 101400 require the District to inform the public of the issues to be negotiated with an employee organization by presenting all initial proposals that relate to matters within the scope of representation under the Educational Employment Relations Act at a public meeting of the Board. For that reason, the Board of Trustees is presenting its initial proposal to the above named unions to open negotiations on the issues listed above. The matter is on the Board's agenda today so that the public may comment on the proposal before the Board considers its adoption.

Recommended by:

Michael Shanahan, Sr. Associate Vice Chancellor  
Human Resources

Recommended by:

Adriana D. Barrera, Deputy Chancellor

Approved by:

Daniel J. LaVista, Chancellor

Chancellor and  
Secretary of the Board of Trustees

Candaele _____	Santiago _____
Field _____	Svonkin _____
Park _____	Veres _____
Pearlman _____	Barrero _____
	Student Trustee Advisory Vote

By \_\_\_\_\_ Date \_\_\_\_\_