SEIU Local 99 Tentative Agreement Summary:
2022-2025 Collective Bargaining Agreement with VCCCD

Article I
“Effective Dates”
• Reflect a three year contract (July 1, 2022 – June 30, 2025).

Article IV
“SEIU Rights”
• 4.11 Allowing for 30 minutes during orientation for SEIU Local 99 to discuss with new employees’ items related to union membership.

Article VI
“Personnel Files”
• 6.3 Added remote viewing of your personnel file. Added reasonable travel time to view in person and e-copies upon request.

Article VII
“Evaluation”
• 7.1 (In the entire contract change his/her to their).
• 7.1 Clean up for when there are changes in supervisors or transfers in job assignments to receive evaluation prior to the change.
• 7.1 Changed the rankings titles (see Appendix C), Meets Expectations, “ME” now Effective
• 7.1 Now after an extended leave employees will receive an evaluation within 3 months of returning to work.
• 7.2 Probationary employees will now only receive two evaluations at the 3 month and 5.5 month markers.
• 7.3 & 7.4 Also changed Meets Expectations, “ME” to Effective

Article VIII
“Hours and Overtime”
• 8.1 Change from review of the Vice Chancellor of Human Resources to filed with.
• 8.13 Overtime will need to be preapproved by the supervisor in advance of working overtime.
• 8.16 Changes to the evaluation rankings working to match the updated evaluation form in Appendix C.
• 8.19 & 8.20 Reflects the actual shift differential effective 2022.
• 8.22 Now management must give us 30 calendar days advanced notice to change our work schedules and it must be tied to operational needs. It was 15 working days notice and was not specifically tied to operational needs.

Article IX
“Salary”
• 9.1 8% on-schedule salary increase, retroactive to July 1, 2022.
• 9.1 4% on-schedule salary increase, effective July 1, 2023
• 9.1 One-time off-schedule payment equal to 2% of each employee’s annual salary, paid within 90 days of ratification.
• 9.1 Wage reopener for 2024-2025.
• 9.2 Increase Longevity Pay as follows:
Years of Service | 10-14 | 15-19 | 20-24 | 25-29 | 30+
---|---|---|---|---|---
Current Amount | $54.56 | $108.66 | $163.22 | $217.77 | $271.87
Effective 7/1/22 | $108.00 | $216.00 | $324.00 | $432.00 | $540.00
Effective 7/1/23 | $112.32 | $224.64 | $336.96 | $449.28 | $561.60


Article X “Expenses”
- 10.1 All uniforms required by the district will be provided in writing

Article XI “Leaves”
- * Restructuring of the leaves order for better flow per management
- 11.8 “Sick Leave” added reporting sick leave or injury by voice, text, or email to supervisor or designee
- 11.9 “Sick Leave Return to Work” added if the employee does not follow the procedure to turn in a doctor’s note on the 6th day of illness they may be denied the leave.
- 11.11 “Half-Pay Sick Leave” updated the name from Part-pay Sick Leave to the correct name of Half-Pay Sick Leave.
- 11.18 “Absence Without Pay” now will be authorized by the Chancellor in consultation with the Union.
- 11.20 “Change in Type of Leave” Leaves more than 5 days that need to be changed will be approved by Human Resources.
- 11.21 “Education Leave” Clean up online courses that start or end times fall within the employees working hours. Advanced and timely notice of the course and approval of the leave. To stay eligible to continue taking education leave employees must provide a document with a, “C” or better grade to Human Resources.
- 11.22 “Wellness Leave” Added online courses with the same language about start and end times falling within the employees working hours with the advanced and timely notice.
- 11.25 Moved “Rolling Calendar” here
- 11.27 “Bonding Leave” NEW! Adding what is allowed by the state and Personnel Commission of the 12 weeks unpaid protected leave (CFRA). Doesn’t have to be consecutive but within one year of the birth of the child. The minimum leave is two weeks. Fifteen days paid following the birth, placed, adoption, or fostering of a child inclusive of the 15 days of pregnancy leave.
- 11.29 “Sick Leave Pool” Removed the SLP Committee and changed it to be the approval by the Chief Steward and One member of Management.

Article XII “Health Benefits”
- 12.1 Technical changes to reflect status quo.
- 12.2 Technical changes to reflect status quo.
- 12.4 Technical changes to reflect status quo.
- 12.5 Technical changes to reflect status quo.
- 12.7 Technical changes to reflect status quo.
12.9 Technical changes to reflect status quo.
12.11 Update “Me-too” language for health benefits.

**Article XIII “Holidays”**
- 13.1 Add Juneteenth
- MOU This academic year each person employed as of Juneteenth 2021 will receive an additional 8-hour Floating Holiday to observe Juneteenth 2021.

**Article XV “Transfer and Reassignment”**
- Addition of, “Lateral Class Change” to reflect current practices.

**Article XXI “Me-too Clause”**
- Removed and added, “Me-Too Clause” to Salary article and Health Benefits article.

**Article XXII “Term”**
- Reflects the dates for the term of this agreement July 1, 2022 – June 30, 2025

**Appendix C “Classified Evaluation Form”**
- Changed the rankings to:
  - **Highly Effective (HE)** = Consistently exceeds standards established for the job.
  - **Effective (E)** = Consistently meets the standards established for the job.
  - **Needs Improvement (NI)** = Occasionally fails to meet standards established for the job or is a new employee who is still developing in the established standard.
  - **Unsatisfactory (U)** = Consistently fails to meet standards established for the job.
- Rankings Changed to:
  - Work Quality
  - Work Habits, Attendance, Punctuality
  - Teamwork and Working Relations
  - Decision Making and Judgment
  - Action and Results Focus
  - Professional and Technical Expertise
  - Sensitivity to Diversity, Equity, Inclusion
  - Communication
  - Safety
- Goals Changed to:
  - Goal Setting/Objectives for next Evaluation Period