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To: [Classified Staff](#)
Cc: [Governing Board Members](#); [Deegan, Robert](#)
Subject: UNION: TA'd Article Meeting Synopsis (9/17/2013) and Contract Voting Information
Date: Wednesday, September 25, 2013 7:18:27 PM

Hi Classified Staff,

We held our fourth and final meeting covering the TA'd articles from the contract that will we be bringing to vote soon. Please remember that even though the contract consists of multiple articles, it must be voted on as a whole. This is a comprehensive agreement and thus the vote is as well. Please pay close attention in the coming days as we will be sending out ballots for voting on the contract. The ballots and instructions should be in your mailbox by Monday. We have been diligently working with the district to get a clean copy of all the TA's so that you will be able to see the finished document and not just the scratched out versions. The TA's that are currently on the website are identical in wording, and other than grammatical fixes, are identical in content to the clean version that will be coming soon. We HIGHLY encourage you to read through the TA'd articles, ask your union representatives any questions you have, and if you are a member in good standing, be ready to cast your vote soon!

Below is a summary of the last TA'd article meeting:

Article 2 – Non Discrimination

- **Harassment Free Workplace:** We added a clause that we have the right to a "Harassment Free" workplace.
- **Confidentiality:** The last sentence of the article regarding confidentiality was added even though it was always assumed.

Article 17 – Discipline

- The procedure follows past practice, but it is now formalized in writing. We encourage everyone to read this article thoroughly as it has many details.
- **Progressive Discipline:** Includes: Informal conference, Verbal warning, Written warning
- **Evaluations:** cannot be used to discipline
- **Insubordination:** – if an employee is considered to be insubordinate, the District does not have to follow the progressive discipline directive. Insubordination is not following a directive from management. Our CFT field rep, Frank Oppedisano, answered questions about insubordination and gave scenarios. Frank explained that the safest route is to, "comply and then grieve afterward."

Article 22- Personnel Files

- **Allegations:** cannot be added to a personnel file unless they are proven and substantiated.
- **Evaluations:** go in the personnel file.

Article 25 – Health & Safety

- **Safe Working Conditions:** This article is mostly a reflection of law regarding safe working conditions.
- **Job Descriptions:** Working conditions are part of everyone's job descriptions.

Article 28 – Ratification

- **Simple article:** It states that Ratification of this contract includes the contract being voted on by our membership and approval of the Governing Board.

Article 23- Resignation

- **Resignation:** must be in writing.
- **Rescinding Resignation:** You have 48 hours to rescind (for good cause), otherwise resignation in writing is binding.

Article 26 – Professional Growth

- **No major changes**

Article 3 – Definitions

- **Comprehensive Definitions:** The definitions article is comprised of specific terms in the contract. The definitions are specific to the contract and define the terms used when negotiating the meaning of the articles.

Other Updates from the Meeting

- **MOU on Classification Study**
 - I will send out an email in the next week or two to give more details on the dates regarding the lump sum funds & the 0.72% salary increase.
 - We will continue to advocate that the lump sum funds are disbursed before the end of this calendar year. There is language in the MOU that requires that the employees have the option of monthly payments or a one-time payout. This language was put into the MOU to allow for the funds to be spread across two tax years, if the employee so chooses.
 - There was also a question about how the lump sum funds will affect PERS. We will get back to the entire bargaining unit on this shortly.

All of the Tentative Agreements (TA'd articles) are available on our [website](#). Please read over the TA'd agreements, but reflect on the entire agreement as there has been some give and take. Any language that has strikeout through it has been removed from the article. The entire contract MUST be voted on by the membership before it is presented to the Governing Board for ratification and implementation. The agreement should go out to vote in the coming week.

In Unity,

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