

**INITIAL PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
TO THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS, LOCAL 6525**

May 17, 2023

The collective bargaining proposals submitted by the Pasadena Area Community College District are expressly pursuant to the Educational Employment Relations Act and the parties' collective bargaining agreement. It is the intention of the Pasadena Area Community College District to bargain in good faith over the proposals submitted by the respective parties to the Collective Bargaining Agreement. All articles in the Collective Bargaining Agreement shall be deemed to remain unchanged unless otherwise expressly stated.

Global Changes

The District intends to submit proposals that will bring the dates current, set the effective dates of the agreement, eliminate outdated and obsolete provisions, and correct numbering, formatting and typographical errors throughout the agreement. The District also intends to submit proposals that update the terms referring to bargaining unit positions for consistency.

**Article 1
Agreement**

The District intends to submit a proposal to update the date range of the successor agreement.

**Article 8
Pay and Allowances**

The District intends to submit proposals that allow it to recruit and retain quality employees while at the same time maintaining a fiscally prudent approach, sustainable, and reasonable wage approach in light of the current unpredictable economic climate/state funding.

**Article 12
Holidays**

The District intends to submit proposals to add Juneteenth as a scheduled and paid holiday.

**Article 16
Evaluation**

The District intends to submit proposals to add DEIA evaluation criteria in accordance with new Title 5 requirements.

**Article 20
Layoff and Reemployment**

The District intends to submit proposals to update and clarify the article, including the deletion of dated language.

Article 27
Duration of Agreement

The District intends to submit a proposal to update the term of the successor agreement.