COUNTER PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777

November 2, 2023

The collective bargaining proposal presented herein by the Pasadena Area Community College District to the California School Employees Association and its Pasadena Chapter 777 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

ARTICLE 20 - SHIFT DIFFERENTIAL

20.1 Swing, Day and Sundown

If a position requires that 50% or more **of** any employee's weekly assigned time must be worked after 4:00 p.m., the employee is entitled to the Swing shift differential. If a position requires that 50% or more of any employee's weekly assigned time must be worked after 9:00 p.m., the employee is entitled to the Sundown shift differential. This differential is included in the employee's gross monthly rate. If an employee is temporarily assigned to a second or third shift, such assignment shall be compensated from the first day. An employee regularly assigned to the swing or sundown shift shall receive a shift differential above his/her base rate of pay for each day worked on such shift, resulting in one of the following:

Swing shift = ~~5%~~ **5%** differential

Sundown shift = ~~8%~~ **8%** differential

20.2 ~~Saturday~~ Weekend Work

An employee regularly assigned to work a Sunday through Thursday or a Tuesday through Saturday shift shall receive a shift differential of ~~2%~~ **1%** above their rate of pay for all regularly scheduled hours .