

**INITIAL PROPOSAL FROM THE  
PASADENA AREA COMMUNITY COLLEGE DISTRICT  
TO THE  
PASADENA CITY COLLEGE POLICE OFFICERS ASSOCIATION**

**APRIL 20, 2022**

The collective bargaining proposals submitted by the Pasadena Area Community College District are expressly for the purpose of negotiating a successor agreement for the period of 2022-2025, pursuant to the Educational Employment Relations Act and the parties' current 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that will bring the dates current, set the effective dates of the agreement including in Article 33 ("Term"), eliminate outdated and obsolete provisions, and correct numbering, formatting and typographical errors throughout the agreement. The District also intends to submit proposals that incorporate and harmonize all ongoing and continuing side agreements into the collective bargaining agreement, and to update appendices consistent with negotiated changes.

**Article 5  
Probationary Period**

The District intends to submit proposals to include language bringing this article into compliance with recent changes to Education Code Section 88013, as amended by Assembly Bill 275, regarding probationary periods for classified personnel.

**Article 6  
Hours and Overtime**

The District intends to submit proposals to update and clarify the parties' obligations regarding work schedules in an effort to promote campus safety and ensure that District operations remain efficient.

**Article 7  
Attendance System/Wellness Incentive**

The District intends to submit proposals that clarify and update the contractual parameters regarding the wellness incentive.

**Article 13**  
**Disciplinary Action**

The District intends to submit proposals to modify the procedures of the formal disciplinary process, and to clarify this article regarding the District's obligation under the Public Safety Officers Procedural Bill of Rights Act. (Govt. Code § 3300 et seq.)

**Article 14**  
**Grievance Procedure**

The District intends to submit proposals to update and clarify the procedural steps of the grievance process, eliminating the existing appeal panel and incorporating terms for the parties to submit disputes to advisory arbitration. (See Govt. Code § 3548.5; 3458.6; 3548.7.)

**Article 16**  
**Vacation**

The District intends to submit proposals that streamline and simplify the timelines and procedures necessary to redeem earned vacation leave entitlements under the article.

**Article 21**  
**Personal Necessity Leave**

The District intends to submit proposals to update and clarify the article, including the parameters and procedures related to redeeming sick leave in cases of personal necessity.

**Article 27**  
**Layoffs**

The District intends to submit proposals to include language bringing this article into compliance with recent changes to Education Code Section 88017, as amended by Assembly Bill 438, regarding the procedures necessary to initiate a layoff of classified personnel.