

Unit 21 – Educational Consultants and Librarians Summary of Unit-Specific Tentative Agreements

Our 2013 Contract Campaign began with town halls and surveys. Based on comments on surveys, we affirmed that education leave usage was still an issue. Many of our members felt they worked in negative and unprofessional environments and that the culture in many of our agencies appeared to have top heavy, politically charged administrations. People felt restricted in their ability to use their professional expertise as well as their ability to exercise their FLSA-exempt status.

Members also expressed a heavy interest of being assured stability as they prioritized this year's bargaining by choosing pension security, maintaining health benefits and across-the-board raises in salaries as the top issues for Bargaining Unit (BU) 21.

Lastly, we had also had begun important work in the current contract that remained unfinished. We had three joint labor management committees (JLMCs) that were critical for our archivists, community college specialists and program assistants and our future transportation consultants at the Department of Education.

Using the results and comments from our members, we developed our plan for bargaining and yielded some critical wins through negotiations both at the unit table as well as the master table (where all 9 BUs negotiate together). Below are some of the important wins impacting BU 21:

Educational Leave

Creates a new Educational Leave Pilot Program that will allow members, with five years of service, to use a month or more of their educational leave for professional development. (Article 8.28.21)

Professional Development Committees

Creates a new joint labor management committee to focus on the negative culture and work environment created by management. The new professional assessment and development committee will include all agencies with BU 21 members. (Article 13.18.21)

(NEW) CDE Classification Review

Initiates a classification review for BU 21 members at the California Department of Education. This review will provide the groundwork for a broader look at equity and comparable pay issues for Unit 21. (Article 14.25.21)

Joint Union Management Committee (Community Colleges)

Continues the work of classification and specification reviews for BU 21 classifications at the California Community College's Office of the Chancellor. (Section 14.22.21)

Bus Driver Training Specialist Classification

Continues the work of classification and specification reviews for Bus Driver Training Specialists and complete the transition to Transportation Consultants at the Department of Education. (Section 14.23.21)

Joint Labor Management Committee (Archivist Class Series)

Continues the work of classification and specification reviews and revisions for Archivists. (Section 14.24.21)

Work Week Group E – Policy (FLSA-Exempt)

Guidelines for Applying Work Week Group E Policy

Maintains the FLSA- Exempt status for BU 21 members. Allows members to exercise their rights as non-hourly, professional employees. (Articles 19.19.21 and 19.19.21 (a))

Salaries

Based on the projected state revenues at the 2014-2015 May Revision to the Governor's Budget being sufficient to fully fund existing obligations, Effective July 1, 2014, employees shall receive a General Salary Increase (GSI) of 2% and the Seasonal Clerk classification shall be increased by fifty-cents (50¢). Effective July 1, 2015, employees shall receive a GSI of 2.5%. If funding is determined to be insufficient to fund the pay increase in 2014, all eligible employees shall receive a GSI of 4.5% effective July 1, 2015.

Business and Travel Expense

Increases meal allowances by \$2 for each meal. Increases lodging rates for most areas, except Alameda County. (Article 12.1)

No Furloughs or PLP

Guarantees there will be no furloughs, mandated PLP or reductions in school calendars. (Article 8.35)

Dignity Clause

Strengthens the dignity clause so that employees who believe they have not been treated with generally accepted standards of dignity and human courtesy may now file a grievance. Previously, an employee could not file a grievance over dignity clause violations. (Article 5.11)

Budget Solutions Task Force

Extends through the life of the contract the Budget Solutions Task Force that was established by the June 2012 Side Letter Agreement. The ongoing work of the task force is to achieve real savings by reviewing and analyzing private vendor contracts. It also reduces the use of outsourced work that can be done more efficiently and at less expense by state employees. (New Article)

Retired Annuitants & Student Assistants

Continues language from June 2012 Side Letter restricting the use of retired annuitants and student assistants (Two new articles)

Continuous Appropriations

Presents to the Legislature as part of our contract a provision to appropriate funds to cover the economic terms of this agreement through the life of the contract. (Article 24.3)