

OHLONE COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Board of Trustees

FROM: Douglas Treadway

DATE: April 9, 2008

SUBJECT: Approval of Contract Agreement between CSEA Local 490 and the Ohlone Community College District and Amendment to Contract Agreement between the Ohlone Community College District and SEIU Local 1021

CSEA Contract Agreement 2007/2008

A Tentative agreement was reached between the California School Employees Association (CSEA) Local 490 and the Ohlone Community College District. The proposed 2007/2008 Agreement was approved by the CSEA.

Attached is a summary of the major provisions of the proposed agreement between the CSEA and the District. The cost of the proposed agreement is approximately \$ 518,649. (5.57% wage increase plus medical cap costs). The cost of the agreement is included in the District's 2007/2008 budget.

Revised SEIU Contract Agreement 2007/2008

The District proposes an increase of 1.04% to the previously ratified 2007/2008 SEIU contract (see attached). The increase would raise salaries from 4.53% to 5.57%, effective and retroactive to July 1, 2007. The cost of the proposed increase is approximately \$23,388.

RECOMMENDATION:

The President/Superintendent recommends approval of the contract agreement between CSEA Local 490 and the Ohlone Community College District for the period July 1, 2007 through June 30, 2008 and the proposed 1.04 percent wage increase to the SEIU agreement effective July 1, 2007.

RT  
W-S-D  
RJB

**TENTATIVE CONTRACT BARGAINING AGREEMENT**

March 13, 2008

The Ohlone Community College District (District) and the California Service Employees Association Local 490 (CSEA) have met and negotiated a tentative agreement subject to ratification for 2007-2008 as follows:

1. Article XIII Pay and Allowances

Effective and retroactive to July 1, 2007, the CSEA wage schedule shall increase by 5.57 percent.

2. Medical Premium Cap

Effective December 1, 2007, the maximum District contribution for monthly medical benefit premiums shall be CALPERS Kaiser Family rate of \$ 1,223.74.

3. Benefits

The CSEA and the District agree to review District provided employee medical, dental, life, vision, and long-term care benefits and by August 31, 2008 recommend plan changes which reduce benefit costs while maintaining or improving employee and retiree benefit coverages.

Linda Myers  
Authorized CSEA Representative

Date March 13, 2008

[Signature]  
Authorized District Representative

Date 3/13/08

[Signatures]  
Loligo Garcia  
W. White  
John Cavalieri  
Rachel Ferrantini-Belkin  
Luis White

# PROPOSED TENTATIVE CONTRACT BARGAINING AGREEMENT

December 19, 2007

The Ohlone Community College District (District) and the Service Employees International Union Local 1021 (SEIU) have met and negotiated a tentative agreement subject to ratification for 2007-2008 as follows:

## 1. Article XIII Pay and Allowances

Effective and retroactive to July 1, 2007, the SEIU wage schedule shall increase by 4.53 percent. The District agrees to maintain step movement through June 30, 2009. Step movement for future years shall not be the obligation of the District unless agreed upon in the negotiations by the parties.

## 2. Medical Premium Cap

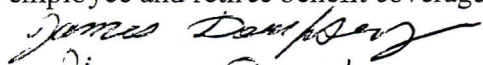

Effective December 1, 2007, the maximum District contribution for monthly medical benefit premiums shall be CALPERS Kaiser Family rate of \$ 1,223.74.

## 3. Article XXXVI Term

The term of the contract agreement is extended three years to June 30, 2011.

## 4. Benefits

The SEIU and the District agree to in good faith review District provided employee medical, dental, life, vision, and long-term care benefits and by June 30, 2008 recommend plan changes which reduce benefit costs while maintaining or improving employee and retiree benefit coverages.

  
  
\_\_\_\_\_  
Authorized SEIU Representative

Date 19 DEC 07

  
\_\_\_\_\_  
Authorized District Representative

Date 12/19/07