Concessions for FY 2010-2011
The District and CSEA Chapter #490 entered into negotiations in March 2010 to negotiate concessions to assist with closing the projected budget shortfall for FY 2010-2011. The parties recognize that the overall budget situation could worsen or improve and have agreed to meet and negotiate in good faith concerning concessions in the future. At this time, the CSEA bargaining unit members agree to concessions to save the district $166,688 (24.5130% of $680,000) which is the CSEA’s share of the shortfall. CSEA members will forego receiving payment for 6 days of furlough that would otherwise be work days between July 1, 2010 and June 30, 2011. Each CSEA member will take six (6) consecutive Fridays during July 2010 and August 2010 as furlough days, unless otherwise agreed to with the employee’s supervisor and otherwise arranged under this agreement. These concessions are made to prevent layoffs of CSEA members for 2010-2011 academic year but additional concessions may have to be negotiated if the budget situation worsens.

Retirement/Resignation Incentive
The District and CSEA Chapter #490 has entered into a Memorandum of Understanding regarding the proposed Retirement/Resignation Incentive that was approved by the Board of Trustees at the April 2010 regular board meeting. The Severance/Retirement Incentive is now being offered to all eligible employees of the CSEA unit. An eligible member is defined as a permanent, regular employee who has been employed at Ohlone Community College District for at least one full academic year. The incentive will be $1,000 for each full year of full-time service up to a maximum cap of $20,000. The employee must resign/retire no later than June 30, 2010.

RECOMMENDATION
The President/Superintendent recommends the Board of Trustees approve and ratify both MOUs.