

**TENTATIVE AGREEMENT  
BETWEEN THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1021  
AND THE OHLONE COMMUNITY COLLEGE DISTRICT**

**DURATION JULY 1, 2020 TO JUNE 30, 2023**

**VERSION 2: Effective July 1, 2021 – June 30, 2022**

**SUMMARY OF NEGOTIATED CHANGES**

**ARTICLE 14: PAY ALLOWANCES**

- 14.1 The parties agreed that the salary schedule for 2021-2022 will include an increase of state funded cost of living adjustment (COLA) percentage across-the-board effective July 1, 2021.
- 14.15 Out of Class Pay: Employee shall not be required to perform duties which are not fixed and prescribed for the position, for any period of time which exceeds ten (10) working days within a fifteen (15) day period, except as provided herein.
- 14.16 An employee may be required to perform duties inconsistent with his/her regular assignment provided that the employee is paid a ten percent (10%) differential.
- 14.24 The 2020-2021 Classification and Compensation Study will be implemented effective July 1, 2021, that includes changes in job titles, job descriptions, and salary ranges. Exhibit A outlines the new job titles and salary range for each of the positions in the bargaining unit.

**ARTICLE 25: VACATION**

- 25.2 Vacation time shall be earned and accumulated on a monthly basis in accordance with the following schedules effective July 1, 2021:

1 through 4 years	=	80 hours
5 through 9 years	=	120 hours
10 through 14 years	=	160 hours
15 through 19 years	=	170 hours
20 through 24 years	=	185 hours
25 years and up	=	200 hours

**ARTICLE 28: HOLIDAYS**

- 28.1 Scheduled Holidays. The parties agreed to add the "Juneteenth National Independence Day" to the list of paid holidays.

**ARTICLE 29: SAFETY**

- 29.2 All members will report unsafe or potentially dangerous hazards in accordance with the District’s Injury and Illness Prevention Program (IIPP) without fear of reprisal. If the unsafe or potentially dangerous hazard is unable to be resolved within a reasonable time period, the employee may be relocated to work from a different location until the hazard is resolved.
  
- 29.5 The District shall train all members with respect to the District’s Injury Illness Prevention Program and Code of Safety Practices at least once every two years.

**ARTICLE 37: PROFESSIONAL GROWTH AND DEVELOPMENT**

- 37.6 **Mandated and Onboarding Activities.** All members will attend and participate in workshops, seminars, trainings, and similar activities that the District defines as mandatory during their regular work hours including onboarding and other activities that promote, embed, and institutionalize cultural competence and equity. All members will be expected to attend at least five (5) workshops, seminars, trainings, and similar activities per semester not including mandated trainings per state or federal regulations. The HR department will be responsible for determining mandatory activities for all members to attend.

Upon ratification of the SEIU local 1021 membership and approval of the Ohlone Community College District Board of Trustees, the negotiations for 2021-2022 contract period are concluded.

**For the Employer:**  
**Ohlone Community College District**

**For the Union:**  
**Service Employees International Union**

**DATE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

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