

**TENTATIVE AGREEMENT**  
**FOR PROPOSED 2012-2014 CONTRACT**  
**BETWEEN THE COMPTON FEDERATION OF CLASSIFIED EMPLOYEES AND**  
**THE COMPTON COMMUNITY COLLEGE DISTRICT**

1. **ARTICLE IV: FEDERATION RIGHTS**

Add a new Section 11 as follows:

“Upon written request by the Federation, the District shall provide the Federation a complete and updated unit member seniority list at the beginning of each fiscal year of this Agreement. The list shall include (1) the name of each unit member, (2) the date of hire, and (3) all classes such unit members have been employed since the date of hire.”

2. **ARTICLE IX: HOURS OF EMPLOYMENT**

Amend to Section 6.2 to state as follows:

“The modified work schedule shall begin the second Monday in June and end the second Thursday in August.”

3. **ARTICLE XVII: COMPENSATION**

Add the following clause to Section 15:

“Longevity pay shall be determined by the total number of years a unit member has been employed by the District in any and all classifications within the District's classified service.”

4. **ARTICLE XVIII: FRINGE BENEFITS**

Amend Section 1(c) to state as follows:

“The District shall provide each full-time member of the bargaining unit a \$50,000 term life insurance policy with amounts limited by age as determined by the insurance carrier. Any employee who retires or separates from the District during the term of this Agreement may elect to continue this policy in effect by paying premiums to the insurance company at the same rate as the District pays for continuing employees. This section shall not be applicable to unit members hired by the District on or after July 1, 2013. Unit members hired by the District as permanent employees prior to July 1, 2013, who have been laid off and placed on a 39-month rehire list pursuant to Education Code Section 88117 and thereafter have been recalled into a regular position shall remain eligible for and covered by the benefits described in this Section.”

5. ARTICLE XVIII: FRINGE BENEFITS

Modify Section 3 as follows:

“Members of the bargaining unit who retire during the time this Agreement is in effect, and who have at least twenty (20) years of full-time service, shall be permitted to continue with the District's health plan, with premiums paid by the District. Retirees must apply for MediCare and/or MediCal when eligible. This section shall not apply to unit members hired by the District on or after July 1, 2013. Unit members hired by the District as permanent employees prior to July 1, 2013, who have been laid off and placed on a 39-month rehire list pursuant to Education Code Section 88117 and thereafter have been recalled into a regular position shall remain eligible for and covered by the benefits described in this Section.”

6. ARTICLE XVIII: FRINGE BENEFITS

Confirm the following mutual agreements:

- (a) The District will implement the IRC 125 plan for bargaining unit members effective the beginning of the next insurance year.

7. ARTICLE XVIII: FRINGE BENEFITS

Confirm the following mutual agreement:

The District's Health and Welfare Benefit Committee will explore the feasibility of joining the PERS Health Care Program and shall provide **its recommendation to the District and** the Federation.

8. ARTICLE XXI: GENERAL PROVISIONS

Amend Section 6 to state as follows:

“This Agreement shall remain in full force and effect beginning July 1, 2012, through June 30, 2014, and thereafter shall continue in effect year-to-year until a successor Agreement is reached. For the 2013-14 fiscal year, the parties may reopen negotiations on Article XVII, Compensation, and Article XVIII, Fringe Benefits.”

DATED: 5/2/13

DATED: 5/2/13

By: [Signature]  
FOR THE DISTRICT

By: [Signature]  
FOR THE FEDERATION