

**ARTICLE 1
RECOGNITION**

- 1.1 The District hereby recognizes Cabrillo Classified Employees Union as the exclusive bargaining representative for the classified employees constituting the bargaining unit. CCEU bargaining unit consists of those regular, classified employees of the District covered by the PERB Certification of Representative form dated July 11, 1979, except for those who may legally be declared management, confidential or supervisory. It does not include substitute or short-term employees employed according to the Education Code and established District Policy. Effective July 1, 2005, only a substitute or short-term or a contract classified employee shall be paid according to the classified salary schedule.
- 1.2 In the conversion of temporary/hourly positions, the District will follow its standard employment process. However, if the incumbent temporary/hourly employee has held the position for at least two (2) years and is offered the position, and if s/he accepts the position, s/he shall be granted step placement based on the number of years s/he has held the temporary/hourly position. The employee shall be granted three (3) months credit towards her/his probationary period of six (6) months.