

**CCEU CONTRACT 2007-2009
INDEX**

A	Article
Absence, Filing for Transfer, During.....	9.4
Absence, Notification	14.4
Additional Performance Evaluation.....	9.3
Administrative Transfer	9.3
Agency Shop.....	4.1
Agency Shop Objectors	4.1.1
Agreement of Parties.....	4.14
Alcohol Usage.....	App. E 2 g
Anniversary Date	8.9, 8.10
Arbitration.....	17.2.4
Asbestos Removal.....	8.6
Auto Mileage Reimbursement	11.9
 B	
Bargaining Unit.....	1.1
Benefit Stipend, “Excess”	11.5.1
Benefits, Health.....	Art.11
Benefits, Part-Time Employees	11.3
Benefits, Retiree.....	11.6, 11.11
Benefits While Unable to Work.....	14.12.5
Bereavement Leave.....	14.13
Bilingual Pay.....	8.5
Biliterate Pay.....	8.5
Binding Arbitration.....	17.2.4
Breaks	7.4
Bumping Rights	16.4
Bus Pass	8.3
 C	
Call Back to Work	7.9
Calling In Sick	14.4
Career Ladders	10.4.8
Catastrophic Leave Donations	14.12.6
Categorically Funded Programs, Lay-Off.....	16.2.1
Classification.....	10.1
Classification Study	10.4
Classification Study, Appeal of Recommendations.....	10.4.6
Classification Study Committee	10.4.1
Classifications, New	10.0
Classified Pre-Retirement Program	App. B
Classified Salary Schedule.....	App. A
Closure of College	14.10
Commencement of Negotiations.....	4.13
Compensation	8.1

Complaint Process	18.2
Computer Operator Rest Periods	20.6, 7.4.1
Concerted Activities.....	23.1
Contract Duration.....	24.1
Contracting Out.....	4.15, 16.2.7
Conversion of Temp Hourly Positions	1.2
Critical Illness Leave	14.11
Crossing a Picket Line	23.4

D

Date of Hire.....	8.9
Death of a Family Member	14.13, 14.9.2
Demotion By Class Adjustment	9.3.1.3
Demotion By Reassignment	9.3.3
Demotion, Involuntary	9.3, App. E III b
Demotion, Voluntary	9.3.1.3
Dental Insurance	11.4.2
Disability, Ability to Perform Job.....	App. E II p
Disability, Income Protection	11.4.4
Disciplinary Action by District.....	19.1, App. E
Disciplinary Procedures	App. E
Discipline, Cause	App. E
Discipline, Progressive	19.4
Discrimination.....	2.1
Dismissal From Job	App. E III b
District Rights and Powers.....	3.1
Diversity.....	2.1
Doctor's Note For Illness.....	14.5
Domestic Partner.....	15.3
Donation of Sick Hours	14.12.6
Drug Usage.....	App. E II h
Duration of Contract	24.1

E

Education Code 88220, Study Leave and Retraining	App. D
Eligibility For Benefits	11.3
Emergency Closure of College	14.10
Evaluation	6.1
Evaluation, Additional	6.3.3
Evaluation, Disposition of Copies	6.4
Evaluation, Grievance Procedure.....	6.6
Evaluation of Permanent Employee.....	6.3
Evaluation of Probationary Employee	6.3.1
Evaluation Review (Appeal).....	6.5
Excessive Absenteeism.....	App. E II c
Extended Illness Leave	14.6

F	
Family and Medical Leave Policy	App. G
Family Emergency	14.9, 14.11, App. G
Filing For Transfers While Absent	9.4
Flexible Work Schedule.....	7.8
Four/Ten Work Week	7.2
Four/Ten Work Week Holiday Pay	12.5
G	
General Leave	15.2
Golden Handshake (PERS).....	24.2
Grievance	17.1
Grievance Mediation Option.....	17.2.3
Grievance of Evaluation Procedure	6.6
Grievance Procedure	17.2
H	
Harassment.....	App. E II u
Health and Welfare Benefits.....	11.0
Health Benefits, Retirees	11.6
Holidays	12.7
Holiday Pay For Four/Ten Work Week.....	12.5
Holiday Pay.....	12.1
Holiday Schedule	12.7
Hours Worked	7.2
I	
Illness, Extended.....	14.6
Illness of Family Member	14.11
Inability to Perform Job Due to Illness	14.5.1
Income Protection	11.4.4
Incompetence	App. E II a
Increase Hours of Part-Time Employees	7.13
Industrial Accident or Illness Leave	14.12
Information From District.....	4.3
Insurances	11.1
Insubordination	App. E II d
Insurance, Retirees.....	11.6
Insurance Stipend.....	11.2
Insurance Stipend Monies Left Over	11.5.1
Internal Promotion	9.2.1
IRS 125 Plan	11.5
J	
Job Descriptions.....	10.0, 10.2
Job Retraining	App. D
Job Sharing.....	7.11
Job Sharing Not to Preclude Rehire.....	7.11.1

Jury Duty.....	14.15
L	
Labor-Management Committee	App. I
Lateral Transfer.....	9.1
Lateral Transfer Definition	9.1.1
Lateral Transfer Denial.....	9.1.10
Lateral Transfer Eligibility	9.1.4
Lateral Transfer, Notification of Opening	9.1.7
Lateral Transfer, Probation.....	9.1.11
Lateral Transfer Salary	9.1.3
Lay-Off	16.1
Lay-Off, Equal Seniority	16.3.1
Lay-Off, Final Paycheck.....	16.2.6
Lay-Off in Lieu of Bumping.....	16.6
Lay-Off Order	16.3
Lay-Off, Reasons For.....	16.2
Leave, General	15.2
Leaves of Absence, Paid.....	14.0
Leaves of Absence, Unpaid	15.2
Leave Replacement.....	8.9.1
Leave Replacement Affecting Anniversary Date	8.9.1
Length of Work Year	7.1
License Fees.....	8.4
Life Insurance	11.4.3
Lock Out	23.4
Longevity Pay	8.8
Lunch Periods	7.3
M	
Mailboxes, Use of.....	4.2
Maternity Leave	15.1
Mediation	17.2.3
Medical Coverage, Retirees	11.6
Medical Insurance.....	11.1
Medical Leave Policy	App. G
Medical Verification of Illness	14.5
Meet and Confer	4.14
Mileage Reimbursement.....	11.9
Military Leave.....	14.14
N	
Names and Addresses of Union Workers	4.8
Negotiations Commence.....	4.13
Negotiations Committee	4.11
Negotiation, Release Time.....	4.11.2
New Classifications	10.0

New Classified Positions	10.0
New Employees, Probation.....	6.2.1
No Discrimination.....	2.1
No-Strike Clause.....	23.1
Notification of Union Representation.....	4.7

O

Office, Union	4.12
On-Call Duty.....	7.10
Out of Classification Work.....	8.12
Outside Contracting	4.15, 16.2.7
Overtime	7.5
Overtime, Call Back.....	7.9
Overtime, Compensation	7.5
Overtime, Equal Distribution.....	7.6
Overtime, Four/Ten Work Week	7.5.4
Overtime, Process	7.7

P

Paid Holidays	12.1
Parking Permit	8.3
Part-Time Employees, Benefits Eligibility.....	11.3
Part-Time Employees, Hours Increase	7.13
Part-Time Employees, Vacation Calculations	App. F
Pay Practices	8.1
Payroll Deduction for Union Dues	4.1.2
Performance Evaluation.....	6.1
PERS “Pick-Up” Contribution.....	11.8
Permanent Status.....	6.2.2
Personal Necessity Days Off	14.9
Personnel Files.....	5.1
Personnel Files, Employee Rights	5.2
Pre-Retirement Program	App. B
Printing of Contract.....	4.9
Probation, Lateral Transfer.....	9.1.11, 6.2.3
Probation, Permanent Employee In New Position.....	9.2.2, 6.2.2
Probation Within I/II Classification.....	6.2.1.1
Probationary Period	6.2
Probationary Employee Release From Employment.....	6.2.4
Professional Development Programs.....	8.12.5
Professional Growth Program.....	8.7, App. C
Progressive Discipline	19.4
Promotion by Reassignment	9.2.2
Promotion, Filing For While Absent	9.4
Promotion, Internal	9.2.1
Promotional Trial Period.....	6.2.2
Promotions	9.2
Public Employees Retirement System.....	11.8

R

Reassignment by Demotion9.3.1.2
Reassignment by Promotion9.2.2
Reclassification of Position.....10.4
Recognition of Union.....1.1
Reemployment After Lay-Off.....16.7
Reemployment In Highest Class.....16.11
Reemployment Rights.....16.7, 8.11, 14.12.4, 16.9
Rehire After a Resignation.....8.11
Release Time, Meetings.....4.6.3
Release Time, Negotiations4.11.2
Release Time, Notification to Supervisor4.4.1
Release Time, Officers, Stewards, Committee Members4.6
Release Time, Union Meetings.....4.6.2
Religious Observations14.9.8
Re-Openers for Negotiations24.1.2, 24.3
Reorganization10.0
Request For Information From District4.3
Rest Periods7.4
Retirement Benefits, Medical11.6
Retirement Benefits, Other11.11
Retirement In Lieu of Lay-Off.....16.8
Retirement, Pre-Retirement OptionApp. B
Return To School, Study LeaveApp. D
Retraining and Study Leave.....App. D
Review (Appeal) of Evaluation6.5
Right to Sue2.3

S

Safety20.1
Safety Committee.....20.5
Safety, Use of Computers20.6
Salary Review10.4
Salary SchedulesApp. A
Salary Upon Demotion9.3.3.3
Section 125 Flexible Health Spending Accounts.....11.5
Seniority16.3.1
Service Fee Payers4.1.1
Severability of Contract21.1
Shift Differential8.2
Shifts Defined8.2
Sick Leave.....14.1
Sick Leave, Transfer14.7
Sick Leave Usage, Notification14.4
Skelly HearingApp. E III
Split Work Week.....7.2.1.3
Staff Development Opportunities11.10
Standard Work Week.....7.2.1

Stewards.....	4.10
Strike, Right To.....	23.1
Study Leave	App. D
Summer Work.....	7.12
Suspension	App. E III b

T

Tardiness, Chronic	App. E II c
Temporary Hourly Conversion.....	1.2
Thirty-Nine Month Rehire Rights.....	16.7, 8.11, 14.12.4, 16.9
Transfer, Filing For While Absent.....	9.4
Transfers, Grievance.....	9.3.2.2
Transfers, Involuntary.....	9.3
Transfers, Voluntary	9.1
Trial Period, Permanent Employee.....	6.2.2

U

Union Dues Deductions.....	4.1
Union President, Release Time.....	4.6.4
Union Rights	4.2
Unpaid Leaves	15.2
Unsafe Working Conditions	20.3

V

Vacation Accumulation	13.2
Vacation Calculations, Less Than 12 Month Employees.....	App. F
Vacation Carry-Over Limits.....	13.9
Vacation Cash-Out.....	13.4
Vacation Interruption.....	13.8
Vacation, Paid.....	13.1, 13.3
Vacation Pay Upon Resignation/Termination	13.5
Vacation Scheduling.....	13.7
Voluntary Demotion	9.3.1.3
Voluntary Transfer.....	9.1
Voluntary Transfer, Trial Period.....	9.1.11
Voluntary Transfer, Process.....	9.1.5

W

Wages.....	8.1
Waiver of Bargaining Rights	22.1
Weekend Work Differential.....	7.2.1.2
Welfare Benefits, Health and.....	11.0
Welfare Reform	App. H
Whistleblower Protection.....	2.1, 20.3 D, App. E II v
Work Day.....	7.2.1.1
Work Stoppage.....	23.4
Work Week.....	7.2.1
Work Year.....	7.1

Worker Compensation14.12
Working Out of Classification8.12

Y

Y-Rating Salary Adjustment.....9.3.3.4