

**TENTATIVE AGREEMENT
BETWEEN THE COAST COMMUNITY COLLEGE DISTRICT
AND THE COAST FEDERATION OF CLASSIFIED PROFESSIONALS, LOCAL 4794**

June 22, 2022

This Tentative Agreement between the Coast Community College District and the Coast Federation of Classified Professionals, Local 4794 (hereinafter referred to as the "Federation") is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement ("Agreement") between the parties.

All language currently in effect as stated in the Agreement between the parties is intended to remain unchanged except as agreed below.

ARTICLE 24. WORK EXPERIENCE PROGRAM.

24.1 Work Experience Program ("WEP"). The WEP provides opportunities for employees to gain work experience in a different job or to cross-train in aspects of District operations that may not currently be within an approved job description. A vacant position is not a requirement for an employee to participate in the Work Experience Program and train for a specific position. Employees participating in the WEP and training for a position that is not currently vacant will not be eligible for out-of-class pay.

1. Employees may volunteer for training opportunities via the WEP. The District also may assign employees to work experience opportunities where critical needs exist.
2. Employees may apply for the WEP by submitting an application via the District's job website. Employees may apply for a work experience assignment in any classified position, at any District site.
3. Employees who successfully perform 960 hours of work experience in a particular classification, as set forth in this Article, shall be awarded a Work Experience Certificate. Employees in possession of a Work Experience Certificate, who submit a complete application for any vacancy of the same classification in which the work experience occurred, and who meet minimum qualifications for that vacancy, shall be granted an interview for the vacancy.
4. Employees who are assigned to receive training and perform duties outside of their job description shall continue to be entitled to their regular compensation, including overtime and/or out-of-class pay, where applicable, in accordance with Education Code Section 88010 and Government Code Sections 3100, 3101, and 3107.
5. If multiple employees wish to have work experience in the same job classification, and if it is not feasible to train multiple employees, the employee who meets the minimum qualifications for the position shall be selected to receive the first training opportunity that becomes available. In the event where more than one employee meets the minimum qualifications, seniority shall determine which employee shall receive the training first.

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ARTICLE 24. JOB TRAINING WORK EXPERIENCE PROGRAM.

24.1 Job Training Work Experience Program ("WEP"). The WEP provides opportunities for employees to gain work experience in a different job or to cross-train in aspects of District operations that may not currently be within an approved job description. A vacant position is not a requirement for an employee to participate in the Work Experience Program and train for a specific position. Employees participating in the WEP and training for a position that is not currently vacant will not be eligible for out-of-class pay.

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2. Employees may apply for the WEP by submitting an application via the District's job website. Employees may apply for a work experience assignment in any classified position, at any District site.
3. Employees who successfully perform 960 hours of work experience in a particular classification, as set forth in this Article, shall be awarded a Work Experience Certificate. Employees in possession of a Work Experience Certificate, who submit a complete application for any vacancy of the same classification in which the work experience occurred, and who meet minimum qualifications for that vacancy, shall be granted an interview for the vacancy.
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5. If multiple employees wish to have work experience in the same job classification, and if it is not feasible to train multiple employees, the employee who meets the minimum qualifications for the position shall be selected to receive the first training opportunity that becomes available. In the event where more than one employee meets the minimum qualifications, seniority shall determine which employee shall receive the training first.

6. Employees participating in the WEP shall be limited to a total of 960 hours of work experience in each fiscal year.
7. Part-time employees participating in the WEP shall receive the hours, wages, and benefits commensurate with the vacancy in which the employee performs the work experience, for the duration of the work experience assignment. Part-time employees permitted to work additional hours and to receive additional compensation and benefits during a WEP assignment shall retain no ongoing rights to these benefits upon conclusion of the work experience assignment.

The District shall fund the WEP at \$15,000 per year. Funds budgeted but not expended in one fiscal year will be carried over for use in the following fiscal year.

Andrew Deaso

Andrew Deaso, CFCP President/Date

Marlene Drinkwine

Marlene Drinkwine, Vice Chancellor/Date

Dr. Elizabeth Dorn Parker, Board President/Date

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7. Part-time employees participating in the WEP shall receive the hours, wages, and benefits commensurate with the vacancy in which the employee performs the work experience, for the duration of the work experience assignment. Part-time employees permitted to work additional hours and to receive additional compensation and benefits during a WEP assignment shall retain no ongoing rights to these benefits upon conclusion of the work experience assignment.

~~The District shall establish a job training program for bargaining unit employees. A committee shall administer this program. Membership shall be as follows:~~

~~A. Three (3) members appointed by the District, including a representative of the Office of Human Resources.~~

~~B. Four (4) members appointed by the Federation, according to the following formula:~~

~~1. One (1) representative, Coastline Community College.~~

~~2. One (1) representative, Orange Coast College.~~

~~3. One (1) representative, Golden West College.~~

~~4. One (1) representative, District Office (including D.I.S.).~~

~~Procedures and guidelines shall be formulated by this committee for recommendation to the District and Federation.~~ The District shall fund the program WEP at fifteen thousand dollars ~~(\$15,000)~~ per year. Funds budgeted but not expended in one fiscal year will be carried over for use in the following fiscal year.

Andrew Deaso

Andrew Deaso, CFCP President/Date

Marlene Drinkwine

Marlene Drinkwine, Vice Chancellor/Date

Dr. Elizabeth Dorn Parker, Board President/Date