

Napa Valley Community College District

District Proposal for Negotiations with the Napa Valley College Union of Classified Professionals for the Contract Period Beginning July 1, 2024

In the spirit of interest-based bargaining, the District seeks to address interests and concerns related to the employment of classified professionals at Napa Valley College. The District has an interest in working collaboratively with the Union of Classified Professionals (NVC-UCP) to develop a three-year agreement for July 1, 2024 – June 30, 2027 that will be mutually beneficial.

- **Committee Participation:** The District has an interest in simplifying language regarding unit representation. (Article 2.7.1)
- **Union Rights:** The District has an interest in clarifying the grievance procedure. (Article 2.12)
- **Employee Rights:** The District has an interest in updating language regarding unlawful sexual harassment. (Article 4)
- **Probationary Periods:** The District has an interest in updating language regarding probationary periods due to new legislation. (Article 6)
- **Anniversary and Salary Dates:** The District has an interest in clarifying salary date and defining an unfavorable performance evaluation. (Article 7.2)
- **Evaluation of Employees:** The District has an interest in adding language to address new regulations requiring DEIA-related competencies. (Article 8)
- **Salary:** The District has an interest in updating language. (Article 9.1)
- **Retiree Medical Benefit Vesting Requirement:** The District has an interest in discussing a change in the vesting requirement. (Article 9)
- **Leave:** The District has an interest in updating leave language as a result of new laws. (Article 11)
- **Vacation:** The District has an interest in revising language related to vacation scheduling and carryover. (Article 12)
- **Overtime:** The District has an interest in revising language related to compensatory time off for overtime. (Article 14.6)
- **Career Opportunity:** The District has an interest in defining career opportunity. (Article 15.2)
- **Transfer of Job Benefits:** The District has an interest in simplifying language. (Article 15.3)
- **Layoff and Reemployment:** The District has an interest in revising language as a result of new laws. (Article 18)

- **Staff Development:** The District has an interest in clarifying language. (Article 19)
- **Non-Discrimination:** The District has an interest in updating language as a result of new laws. (Article 21)
- **Grievance Process:** The District has an interest in revising language for the formal level of the grievance process. (Article 22)
- **Discipline:** The District has an interest in revising the discipline language. (Article 23)

The District reserves the right to amend, modify, delete, add to, or subtract from this proposal until such time as a completed agreement is reached.

In addition to the listed articles, the District has an interest to review, edit, and clean up non-substantive and outdated language in the collective bargaining agreement to facilitate clarity and the better use of the agreement.

OHR – 09/19/2023