EXEMPT
MEET AND CONFER
PROPOSALS PRESENTATION

Presented by
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2015 EXEMPT Meet and Confer Team

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Yira Brimage  
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TIMELINE

Initial Meet and Confer Meeting, Interest Based Collaboration  
January 9, 2015

Exempt Meet and Confer Meetings  
Feb. 5-April 16, 2015

Board of Governors Study Session  
March 2, 2015

Board of Governors Study Session  
May 8, 2015

Board of Governors Meeting  
May 13, 2015
PROCESS

INDIVIDUALLY
• Brainstorm, research, and determine Meet and Confer issues
• Seek out input from Exempt employees
• Meet regularly outside of formal Meet and Confer meeting

COLLECTIVELY
• Develop meeting agenda, work closely with Denise Dudoit
• Share proposals prior to or at meeting
• Discuss proposals as a Meet and Confer team
• Review meeting notes and approve
• Goal is to obtain highest level of collaboration and agreement on proposals

EXEMPT MEET AND CONFER TEAM 2015
Meet and Confer
Exempt Proposals

Employee (6)
Joint (2)
Management (1)
Exempt Proposal E1: Employment

Purpose: Modification to Exempt Personnel Policy, Appendix G: Task Force Review Section III.B. & Appendix E

Changes:
• Amend timeline from May 29, 2015 to May 27, 2016
• Expand charge to include the review of compensation and how it may be factored into new process

Economic Impact: None
Exempt Proposal E1a: Employment

Purpose: Modification to Exempt Personnel Policy, Section III. Employment; A. Externally Funded Positions

Changes:
- Eligibility to compete for any vacant position and participate in regular recruitment process

Economic Impact: None
Exempt Proposal E1c: Employment

Purpose: Modification to Exempt Personnel Policy, Section III. Employment; C. Seniority

Changes:
• “continuous service” can be broken due to employee termination and when an employee has been laid off in excess of 24 months
• Addition of “unpaid leave” clause that reflects three exceptions: educational leave, professional development leave, and FMLA leave
• Notification to affected employee 30 days in advance

Economic Impact: None
Exempt Proposal E2: Professional Development

Purpose: Modification to Exempt Personnel Policy, Section VI. Professional Development, Educational Enrichment and Paid Educational Leave Programs

Changes:
• Professional Development funding $3,000 to $2,000 for eligible exempt employees/fiscal year
• 4 months paid educational leave for employees to complete final semester/term of degree program
• Paid Educational Leave funded for 12 months per fiscal year

Economic Impact: None
Exempt Proposal E2a:
Professional Development

Purpose: Modification to Exempt Personnel Policy, Appendix F, Guidelines for Classified Exempt Staff Professional Development and Educational Enrichment Programs

Changes:
• Program funding guidelines
• Award parameters
• Professional enrichment funds

Economic Impact: None
Exempt Proposal E2b: Professional Development

Purpose: Modification to Exempt Personnel Policy, Appendix H, Guidelines for Classified Exempt Paid Educational Leave

Changes:
• Additional appendix that provides detailed information and clarifies the Paid Educational Leave process.

Economic Impact: None
Joint Proposal J1: Employment

Purpose: Modification to Exempt Personnel Policy, Section III. Employment; D. Layoffs

Changes:
• Rename section “Reduction in Force (RIF)”
• New language for Statement of Policy, Definitions, Criteria, and Procedures section added

Economic Impact: Undetermined
Joint Proposal J2: Employment

Purpose: Modification to Exempt Policy, Section III. Employment; E. Retraining

Changes:
• Emphasizes the role of the College to provide retraining of staff
• College will provide recommendations for outplacement services for those affected by RIFs

Economic Impact: None
Management Proposal B1: Exempt Staff Basic Responsibility

Purpose: Section I. General Information, C. Exempt Staff Basic Responsibility

Changes:
• Emphasizes the role and responsibility of exempt employees towards compliance and accreditation

Economic Impact: None
Recommendations

✓ At 1st meeting establish mutual priorities
✓ Share workload, collectively work together on meet and confer issues
✓ Address issues that strengthen student success, accountability, customer service, and diversity related issues
✓ Legal counsel involvement throughout MC process
✓ Greater collaboration with HR
Thank you to
Denise Dudoit and Irma Federico
for your assistance throughout
the Meet and Confer process!!!!!!