

SIDE LETTER OF AGREEMENT

Between the District and Service Employees International Union (SEIU) Local 1021 Regarding HSI Grant and College to Career (C2C) Layoffs

April 2, 2026

This Side Letter of Agreement (“Agreement”) is entered into between the District and SEIU (collectively, “the Parties”) regarding the impact related to the layoff resolution approved by the Board of Trustees at the March 10, 2026 Board meeting.

Effective Date of Layoffs

The C2C layoffs shall be effective June 30, 2026. The HSI layoffs shall be effective September 30, 2026, unless otherwise mutually agreed in writing.

Sequenced Implementation of Reassignment and Bumping

To ensure alignment with the collective bargaining agreement and applicable funding timelines, the District will implement layoffs, reassignment opportunities, and displacement processes in the following sequence:

1. Employees directly impacted by the C2C and HSI layoffs will be identified and noticed in alignment with the applicable funding end date.
2. Affected employees will first be provided reassignment opportunities in accordance with Article 14, including Section 14.6 District initiated transfer.
3. Employees who are not reassigned will then be afforded the opportunity to exercise displacement rights in accordance with Article 20.
4. Any employees displaced as a result of bumping will be treated as a subsequent group of affected employees and will proceed through the same reassignment and displacement process. This cascading process will continue until all displacement actions are resolved.

All phases of this process will be aligned with the applicable grant funding end dates to ensure orderly transitions and continuity of operations.

Reassignment Opportunities

In order to minimize layoffs, the District will implement the following reassignment process:

A listing of all affected employees will be generated and ranked in descending order based on total hours in paid status with the District in accordance with Article 20.3 Computation of Seniority. This ranking shall be referred to as the Unit List.

The District will provide each affected employee with a list of current vacant classified and management positions and request that each employee submit a ranked preference of up to three (3) positions.

Employees may be considered for any vacant classified or management position that is equal to or higher than their current classification, provided they meet minimum qualifications or equivalency.

Reassignment will be based on seniority as reflected on the Unit List. If multiple employees request the same position, the employee with the highest seniority will be selected. In the event of a tie, the District will meet and confer with SEIU to determine an equitable method of resolution.

Employees will be provided an interview with the receiving manager. Following the interview, the employee and manager will confirm their interest. Upon confirmation, the position will be reserved for placement at a mutually coordinated start date.

Where operationally feasible, and with mutual agreement, employees may begin working in the reassigned position, in whole or in part, prior to full release from their current assignment.

All reassignments under this process will be implemented as District initiated transfers in accordance with Article 14.6.

Displacement Rights

Employees who are not reassigned through the process above will be afforded displacement rights (“bumping rights”) in accordance with Article 20 of the collective bargaining agreement.

Employees may displace a less senior employee in the same or a lower classification for which they are qualified.

The District will provide written notification outlining eligibility, timelines, and procedures for exercising bumping rights, and employees will be given a defined period to elect whether to exercise these rights. Displacement will occur based on seniority and qualifications.

Employees displaced as a result of bumping will be included in the subsequent group of affected employees and will be afforded reassignment opportunities and, if necessary, further displacement rights in accordance with this Agreement.

Commitment to Process Integrity

The District is committed to adhering to the provisions of the collective bargaining agreement and this Agreement. All communications will reflect accurate timelines and processes, and any prior errors will be corrected through updated written notice. The District will continue to work in partnership with SEIU to ensure transparency, equity, and compliance throughout implementation.

Meet and Confer

This Agreement addresses the impacts and effects of the HSI and C2C layoffs. The Parties acknowledge that they have met and conferred in good faith regarding these impacts.

Should additional reductions occur, the Parties agree to meet and confer regarding the effects of such actions.

Non-Precedent Setting

This Agreement is non-precedent setting and shall not constitute a waiver of either Party’s rights under the collective bargaining agreement or applicable law.


Term

This Agreement shall expire on September 30, 2026, unless extended by mutual written agreement.

AGREED TO ON April 2, 2026

BY:

FOR THE DISTRICT’S TEAM:




Kate Jolley
Interim Vice President, Human Resources
or Designee

FOR THE SEIU, LOCAL 1021 TEAM:



Jessica Melvin



Jana Blunt (04/03/2026 10:31:30 PDT)
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