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**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777**

July 13, 2023

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the California School Employees Association and its Pasadena Chapter 777 is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Contract between the parties.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 20
SHIFT DIFFERENTIAL**

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20.1 Swing, Day and Sundown

If a position requires that 50% or more of any employee's weekly assigned time must be worked after 4:00 p.m., the employee is entitled to the Swing shift differential. If a position requires that 50% or more of any employee's weekly assigned time must be worked after 9:00 p.m., the employee is entitled to the Sundown shift differential. This differential is included in the employee's gross monthly rate. If an employee is temporarily assigned to a second or third shift, such assignment shall be compensated from the first day. An employee regularly assigned to the swing or sundown shift shall receive a shift differential above his/her base rate of pay for each day worked on such shift, resulting in one of the following:

Swing shift = 5% differential

Sundownshift = 8% differential

20.2 Saturday and/or Sunday Work

An employee regularly assigned to work the Tuesday – Saturday or Sunday through Thursday work schedule shall receive a shift differential of 2% above his/her rate of pay for all hours of each Saturday and/or Sunday worked on such shift.

Signed and entered into this _____ day of _____, 2023.

FOR THE DISTRICT

FOR THE ASSOCIATION

