1 2 3 4	CALI	TENTATIVE AGREEMENT BETWEEN THE PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS PASADENA CHAPTER 777		
5	March 21, 2024			
6 7 8 9 10 11	District expression	ollective bargaining proposal presented herein by the Pasadena Area Community College at to the California School Employees Association and its Pasadena Chapter 777 is saly made pursuant to the Educational Employment Relations Act and the Collective ining Contract between the parties.		
12 13	The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:			
14 15 16	ARTICLE 18 VACATION			
17 18	18.1	Annual Vacation Earnings Rate:		
19 20 21 22 23		Full-time employees who are covered by this Agreement, and who are in paid status for eleven (11) or more days in each relevant calendar month, shall earn vacation as follows:		
24 25 26		<ul> <li>a. One (1) through three (3) years of continuous service: one day per month.</li> <li>Annual Vacation Rate: 12 days</li> </ul>		
26 27 28 29 30		<ul> <li>Four (4) through six (6) years of continuous service: one and one-quarter days per month.</li> <li>Annual Vacation Rate: 15 days</li> </ul>		
31 32 33 34		<ul> <li>Seven (7) through ten (10) years of continuous service: one and one-half days per month.</li> <li>Annual Vacation Rate: 18 days</li> </ul>		
35 36 37		<ul> <li>d. Eleven (11) or more years of continuous service: one and three-quarter days per month.</li> <li>Annual Vacation Rate: 21 days</li> </ul>		
38 39	18.2 Earning Limit:			
40 41 42 43		Employees earn vacation according to the Annual Vacation Earnings Rate described in Article 18.1.		
44 45 46		An individual employee may never accrue more than <u>two</u> times his or her Annual Vacation Earnings Rate.		
47 48 49 50 51		Part-time employees covered by this Agreement shall earn vacation on a pro rata basis, in such proportion as their regular assignment bears to a full-time assignment.		

## 52 18.3 Vacation Request 53 54 Insofar as practica 55 granted at times m 56

Insofar as practicable and consistent with the needs of the District, vacation shall be granted at times most desired by employees.

Vacation requests shall be granted on a first-come, first-serve basis. If conflicting vacation requests of employees in a department must be reconciled, preference shall be given to the timely requests of employees having the most continuous service with the District.

Vacation requests for the Winter Break period shall be given preference to those requests from employees who did not have such vacation in the preceding year(s).

Employees may use accrued vacation time in minimum increments of one (1) hour.

Any vacation <u>mustshall</u> be requested at least three (3) working days in advance of the proposed commencing of vacation. <u>The three (3) working day notice can be waived</u> at the discretion of the District.

No deduction shall be made from the accrued vacation balance of any employee for holidays occurring during the approved vacation of the employee.

## 18.4 Long term Vacation Request Response

For vacation request(s) made more than one (1) month in advance, the supervisor/designee shall provide a response within ten (10) work days, barring any special circumstance.

## 18.5 Vacation Cancellation

Unit members may cancel their approved vacation leave and return to work after providing written notice to their supervisor at least one (1) three (3) working day days-before resuming their regular working schedule. The one (1) three (3) working day notice can be waived at the discretion of the District.

[Note: In order to manage staffing and direct the assignment of other unit personnel, the District must have notice that unit members will be reporting for shifts that were previously approved for leave, and which may have been offered as overtime.]

Signed and entered into this 21st day of March 2024.

93 94	FOR THE COLLEGE DISTRICT	FOR CSEA	
95	Robert Blizmski (Mar 21, 2024 18:00 PDT)	Grego ( Zemanek (Mar 22, 2024 21:47 PDT)	
96	Robert S. Blizinski,	Gregory Zemanek,	
97	Vice-President, Human Resources	CSEA, Chapter 777 President	
98 99 100	B. Cunnin	Joseph Zacklin Joseph Zacklin (Apr 2, 2024 13:42 PDT)	
101	Brian Cummins,	Joseph Zacklin,	
102	Director, Human Resources	CSEA Labor Relations Representative	