

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**ARTICLE XV: Agreement, Duration, and Negotiations**

**Section 1 Agreement**

- A. The Articles and appendices contained herein constitute a bilateral and binding collective bargaining agreement (Agreement) by and between the Glendale Community College Guild, Local 2276 of the American Federation of Teachers (Guild) and the Glendale Community College District (District).
- B. This Agreement is entered into pursuant to Government Code Sections 3540-3549.3.

**Section 2 Duration**

- A. This Agreement shall become effective upon ratification by the Guild and adoption by the Glendale Community College District Board of Trustees.
- B. Subject to Section 3, Negotiations, the duration of this Agreement shall be for three years from July 1, 2021 through June 30, 2024.

**Section 3 Negotiations**

- A. Prior to commencing negotiations, and in accordance with Government Code Section 3547, initial proposals for matters within the scope of representation shall be made public at a Board of Trustees meeting. The sharing of initial proposals of both the Guild and District shall be referred to as 'sunshining' within this Agreement.
- B. By mutual agreement between the Guild and the District, provisions of this Agreement may be reopened at any time subject to sunshining requirements contained in Section A.
- C. Reopener negotiations
  - 1. Yearly mutual reopeners
    - a. Article VIII, Salaries, and related appendices and Appendix C, Work Year shall be reopened each year of this Agreement.
  - 2. The Guild and the District may each reopen up to four items each year of the Agreement.
  - 3. Reopeners shall be sunshined at the February Board of Trustees meeting and negotiations may commence after the March Board of Trustees meeting.
- D. Successor Negotiations

1. Successor negotiations shall be sunshined at the February Board of Trustees meeting and negotiations may commence after the March Board of Trustees meeting.
2. If the parties have not reached an agreement on or before the Agreement expiration date, all provisions of the Agreement shall remain in effect.

## **STATEMENT OF AGREEMENT**

~~THIS AGREEMENT is made and entered into this 19<sup>th</sup> day of January 2021, by and between the GLENDALE COMMUNITY COLLEGE DISTRICT, hereinafter referred to as the "District," Glendale College Guild—Local 2276 of the AMERICAN FEDERATION OF TEACHERS, hereinafter referred to as the "Guild," and constitutes the sole agreement between the parties. The term "District" as used throughout this Agreement is intended to include the governing board and the Superintendent/President and other management personnel, unless otherwise indicated by the context in which used.~~

## **ARTICLE XV DURATION, TERMINATION AND NEGOTIATIONS**

### Section 1. Duration

~~This Agreement shall become effective on or after July 1, 2018 once it is ratified by the Glendale College Guild, and adopted by the Board of Trustees of the Glendale Community College District, and shall remain in full force and effect until June 30, 2021. On the day after the March 2021 board meeting, the negotiations for a successor Agreement may commence.~~

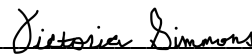
### Section 2. Limited Reopeners

~~Negotiations of the agreement may be reopened at any time, by mutual agreement of the Guild and the District on the subject(s) to be negotiated. Negotiations shall be reopened on the day after the March, 2019 and March, 2020 board meeting. Salaries and stipends shall be considered a mutual reopener in each of these years. In addition, both the Guild and the District may bring up to four (4) new items to the negotiations table of their own choosing on each of those dates. Reopeners shall not affect the validity or duration of this Agreement.~~

DATE: May 19, 2022



Caroline DePiro, Chief Negotiator  
Glendale College Guild



Victoria Simmons, Chief Negotiator  
Glendale Community College District