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**COUNTER-PROPOSAL  
FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT TO THE  
CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215**

**February 2, 2024**

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This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT Local 6215 ("CCFF") is expressly made pursuant to the Education Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 30:  
GRIEVANCE PROCEDURES**

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30.1 Definition

- 30.1.1 A "grievance" is a formal written allegation by a grievant that has been adversely affected by a violation, misapplication, or misinterpretation of the specific provisions of this Agreement ~~or~~ for the duration of this Agreement.
- 30.1.2 A "grievant" is a member of the bargaining unit or the Union itself, alleging to have been adversely affected by a violation, misapplication, or misinterpretation of specific provisions of this Agreement.
- 30.1.3 A "day" is any day in which ~~central~~ administrative offices of the District are open for business.
- 30.1.4 The "immediate supervisor" is the first-level manager having line authority over the grievant and who has the authority to adjust the grievance.

30.2 General Provisions

- 30.2.1 Upon mutual written agreement of the District and Union, grievances filed by more than one (1) Unit member alleging violation of a provision of this Agreement under the same set of facts shall be processed concurrently as a single grievance.
- 30.2.2 Until final disposition of the grievance, the grievant is required to conform to the direction of their immediate supervisor unless doing so would pose a real and apparent hazard to the grievant or other Unit members, or would constitute a criminal act. If the Unit member fails to conform to the direction of their immediate supervisor, the Unit member may be subject to appropriate disciplinary action.
- 30.2.3 Grievance meetings shall be scheduled at times mutually acceptable to the grievant and District and, whenever possible, during normal working hours at times that do not interfere with classroom instruction or Faculty student hours.
- 30.2.4 All procedural documents dealing with the processing of the grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of the grievant.
- 30.2.5 A grievant may elect to be represented by the Union at each level of the grievance process. An individual grievant may present a grievance and

56 represent themselves and have such grievance resolved up to Level III without  
57 the intervention of the Union as long as the resolution is consistent with the  
58 terms of this Agreement. The District shall not implement a resolution of a  
59 grievance with an individual grievant at Level III until the Union has  
60 received a copy of the grievance and the proposed resolution and has been  
61 given an opportunity to file a written response within ten (10) days of receipt  
62 of the grievance and the proposed resolution. The grievant shall be present  
63 at each step of the grievance procedure, unless otherwise agreed to in  
64 writing between the District and Union.  
65

66 30.2.6 When a grievance has been filed by a Unit member, the grievant may  
67 terminate the grievance procedure at any time by giving written notice to  
68 the District.  
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### 70 30.3 Timelines

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72 The grievant (individual or union) and the District shall comply with the timelines  
73 established in this article, unless extended by mutual written agreement. Failure of the  
74 grievant to meet the time limits shall be deemed a withdrawal of the grievance. The  
75 grievant may automatically appeal the grievance to the next step in the grievance  
76 procedure if the District fails to comply with the time limits. The time limits provided in  
77 each step shall begin the day following the expiration of the previous time limit or the  
78 day following receipt of the written decision by the District.  
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### 80 30.4 Mandatory Informal Conference

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82 **Within twenty (20) days after the occurrence of the act or omission giving rise**  
83 **to the alleged grievance or within twenty (20) days after the date upon which the**  
84 **grievant should reasonably been aware of the act or omission giving rise to such**  
85 **grievance an alleged violation occurs, and pP**  
86 **rior to filing a grievance at Level I, the grievant (individual or union) shall attempt to resolve the concern with the**  
87 **grievant's immediate supervisor. Upon mutual agreement, the grievant and the**  
88 **immediate supervisor may seek the assistance of the Office of Human Resources**  
89 **Dean of Academic Affairs**  
90 **or designee to facilitate discussions during the informal**  
91 **conference. Upon mutual written agreement, the grievant and immediate**  
92 **supervisor may elect to extend the timeline for no more than ten (10) days for**  
93 **informal resolution, which shall serve to extend only the timeline for initiation**  
94 **of a formal Level I grievance but shall not impact any subsequent timelines.**

### 95 30.5 Formal Level

#### 96 30.5.1 Level I: Immediate Supervisor

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99 Within **ten (10) days after the completion of the informal conference, or**  
100 **within ten (10) days of any extension of the informal conference timeline,**  
101 **if the grievance remains unresolved**  
102 **twenty (20) days after the occurrence**  
103 **of the act or omission giving rise to the alleged grievance, or within**  
104 **twenty (20) days after the date upon which the grievant should**  
105 **reasonably have been aware of the act or omission giving rise to such**  
106 **grievance,** the grievant (individual or union) must present the grievance in  
107 writing to the immediate supervisor. This statement of the Level I grievance  
108 shall be a clear, concise statement of the circumstances giving rise to the  
109 grievance; citation of the specific article(s) and section(s) of the Agreement  
110 alleged to have been violated, the decision rendered at the informal conference  
111 (if any), and the specific remedy sought. A copy of the grievance and  
supporting documents shall be sent to the Vice President of Human

112 Resources. The immediate supervisor shall respond to the grievant in writing  
113 within ten (10) days after receipt of the written grievance.  
114

#### 115 30.5.2 Level II: Appropriate Vice President or Designee 116

117 If the grievant (individual or union) is not satisfied with the decision at Level I,  
118 the grievant may, within ten (10) days of the receipt of the decision from Level  
119 I, appeal the decision in writing to the appropriate Vice President or designee.  
120 This statement of the Level II grievance shall include a copy of the original  
121 grievance and appeal, the decisions rendered, and a clear, concise statement  
122 of the reasons for the appeal. A copy of the appeal and supporting documents  
123 shall be sent to the Vice President of Human Resources. Both parties shall  
124 meet to discuss the merits of the grievance at the earliest convenient time. The  
125 Vice President or designee shall return the form with the decision to the  
126 grievant in writing within ten (10) days after meeting with the grievant.  
127

#### 128 30.5.3 Level III: President/Superintendent or Designee 129

130 If the grievant (individual or union) is not satisfied with the decision at Level II,  
131 the grievant may, within ten (10) days of the receipt of the decision from Level  
132 II, appeal the decision in writing to the President/Superintendent or designee.  
133 This statement of the Level III grievance shall include a copy of the original  
134 grievance and appeal, the decisions rendered, and a clear, concise statement  
135 of the reasons for the appeal. A copy of the appeal and supporting documents  
136 shall be sent to the Vice President of Human Resources. Both parties shall  
137 meet to discuss the merits of the grievance at the earliest convenient time. The  
138 President/Superintendent or designee shall respond to the grievant in writing  
139 within ten (10) days after meeting with the grievant.  
140

#### 141 30.5.4 Level IV: Mediation 142

143 If the grievance is not resolved at Level III, the Union, may file a written request  
144 to the President/Superintendent or designee for mediation. This request must  
145 be filed within fifteen (15) working days from receipt of the decision at Level III.  
146

147 30.5.4.1 The Union and the District may jointly request that a  
148 conciliator/mediator from the California State Mediation and  
149 Conciliation Service be assigned to assist the parties in the  
150 resolution of the grievance. The parties may jointly agree to hire a  
151 mediator not from the California Mediation and Conciliation Service.  
152

153 30.5.4.2 If an agreement is reached, the agreement shall be reduced to  
154 writing and shall be signed by the Union, individual grievant and the  
155 District. This agreement shall be precedent setting upon agreement  
156 of the parties and shall constitute a settlement of the grievance.  
157

158 30.5.4.3 In the event that the individual grievant, the Union, and the  
159 President/Superintendent or designee have not resolved the  
160 grievance with the assistance of the conciliator/mediator within ten  
161 (10) days from the last meeting held by the conciliator/mediator, the  
162 Union may terminate Level IV and the grievance may proceed to  
163 Level V by notifying the District, in writing, within five (5) days from  
164 the last mediation session.  
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167 30.5.5 Level V: Arbitration  
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169 The Union and the District shall attempt to agree upon an arbitrator. If no  
170 agreement can be reached, the District shall request the State Mediation and  
171 Conciliation Service to supply a panel of seven (7) names of persons  
172 experienced in hearing grievances in higher education institutions. Each party  
173 shall alternatively strike a name until only one name remains. The remaining  
174 member shall be the arbitrator. The order of striking shall be determined by lot.  
175

176 30.5.5.1 The arbitrator shall, as soon as possible, hear evidence and render  
177 a decision on the issue submitted. If there is dispute by either party  
178 as to arbitrability issues of the grievance then the selected arbitrator  
179 shall rule on the arbitrability issues at a separate hearing, prior to a  
180 hearing on the merits. Upon mutual written agreement, the parties  
181 may submit an arbitration brief in lieu of making a personal  
182 appearance on the arbitrability issue. If the parties cannot agree  
183 upon a submission agreement, the arbitrator shall determine the  
184 issue to be arbitrated by referring to the written grievance.  
185

186 30.5.5.2 The District and Union agree that the jurisdiction and authority of  
187 the arbitrator and the decision rendered by the arbitrator shall be  
188 confined exclusively to the interpretation of the express provision or  
189 provisions of this Agreement that are at issue. The arbitrator shall  
190 have no authority to add to, subtract from, alter, amend, or modify  
191 any provisions of this Agreement or impose any limitations or  
192 obligations not specifically provided for under the terms of this  
193 Agreement.  
194

195 30.5.5.3 A hearing shall take place at which both parties shall have an  
196 opportunity to present their case orally, to the arbitrator. Written  
197 arguments may also be submitted. The arbitrator shall submit in  
198 writing to both parties their findings and decision, which shall be  
199 advisory only, except as provided in Section 30.5.5.4 below. The  
200 Board of Trustees may accept the arbitrator's decision, or may  
201 modify in part or reject the decision completely. The Board of  
202 Trustees' decision shall be final and binding on all parties.  
203

204 30.5.5.4 The decision of the arbitrator shall be *advisory to the Board of*  
205 *Trustees. except for the following articles in which case the decision*  
206 *shall be final and binding and not subject to Board review:*  
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- 208 a. *Union rights under Article 3*
- 209
- 210 b. *Evaluation procedures - limited to tenured Faculty evaluation*  
211 *procedures only under Article 16*
- 212
- 213 c. *Grievance procedures under Article 30*  
214

215 30.6 The fees and expenses of the arbitrator shall be shared equally by the District and  
216 Union. A court reporter will be retained upon the mutual agreement of the District and  
217 Union. If the parties are unable to agree, the arbitrator shall make the final  
218 determination. All other expenses shall be borne by the party incurring them and  
219 neither party shall be responsible for the expense of witnesses called by the other.  
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For the District:

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Dr. Mercedes Gutierrez  
Vice-President, Human Resources/  
Assistant Superintendent

For the Cerritos College Faculty Federation  
AFT Local 6215:

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Dr. April Bracamontes  
CCFF/Lead Negotiator

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Dr. Lynn Wang  
CCFF President