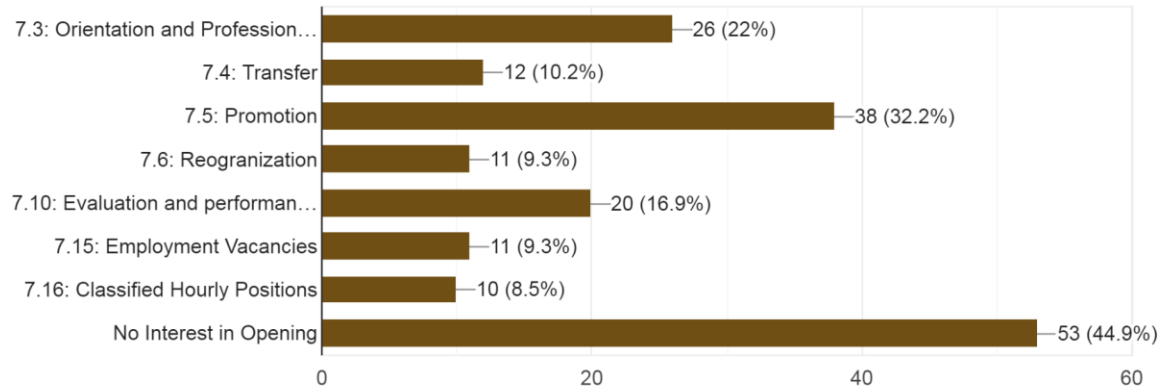


Article 7: Employment Practices (

<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article07.pdf>)

118 responses

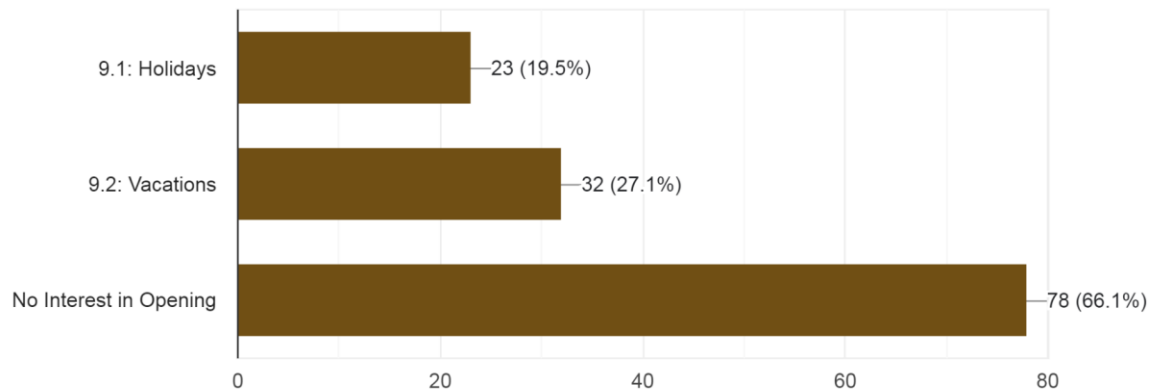


Comments Key Concepts: Promotion, transfer, onboarding, orientation, career ladders.

Article 9: Holidays and Vacations (

<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article09.pdf>)

118 responses

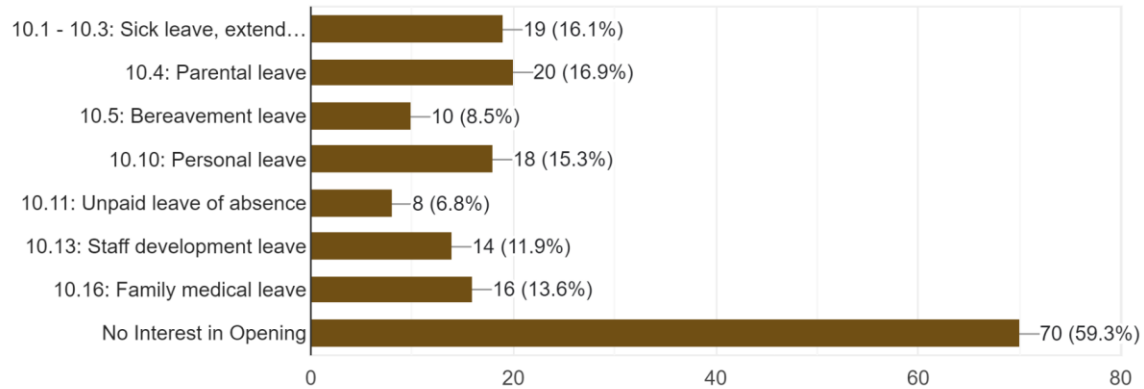


Comments Key Concepts: Juneteenth (include in list of holidays), more vacation, increase “banked” vacation, Cesar Chavez

Article 10: Leaves (

<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article10.pdf>)

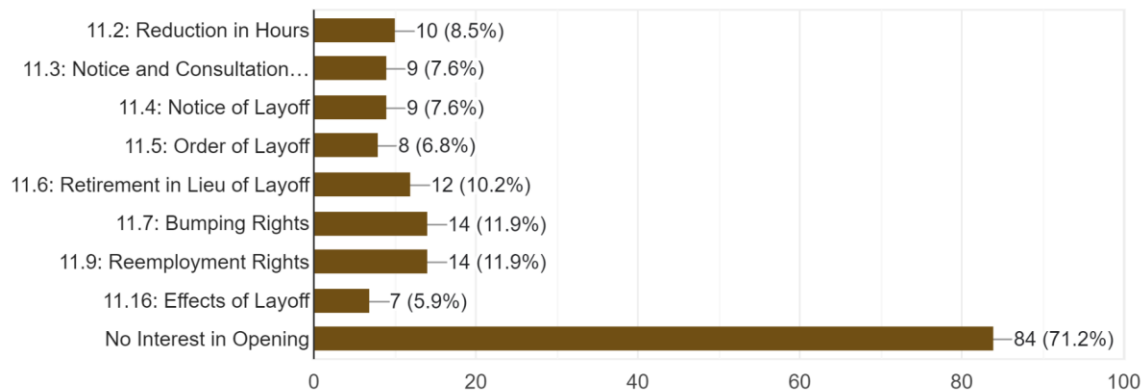
118 responses



Comments Key Concepts: Parental leave; exhausting paid leave; work from home while sick;

Article 11: Layoffs (<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article11.pdf>)

118 responses

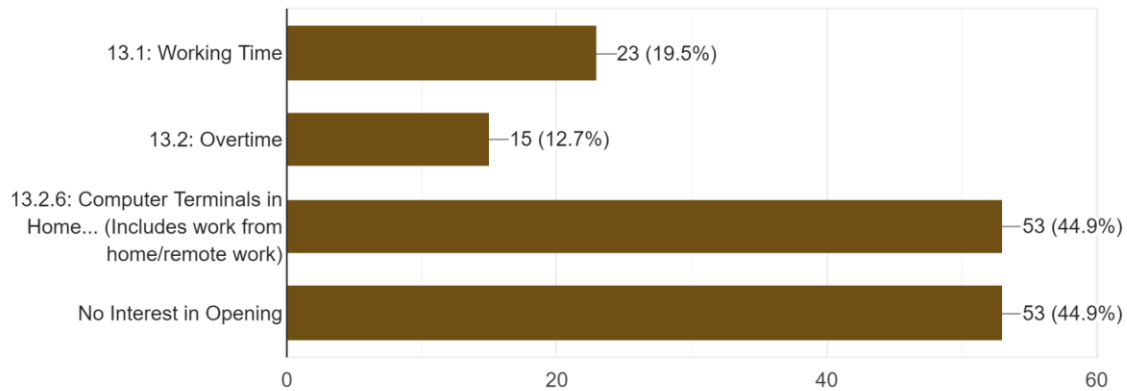


Comments Key Concepts: Retirement; reemployment rights

Article 13: Hours and Overtime (

<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article13.pdf>)

118 responses

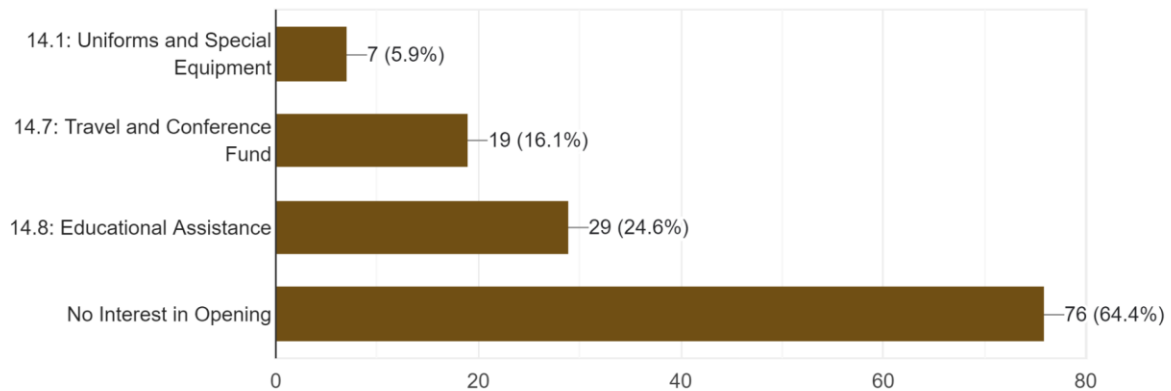


Comments Key Concepts: Remote work policy; revise 13.2.6; update terminology (beepers, terminals, etc); language out of date; WFH option on Fridays in summer;

Article 14: Worker Expenses and Materials (

<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article14.pdf>)

118 responses

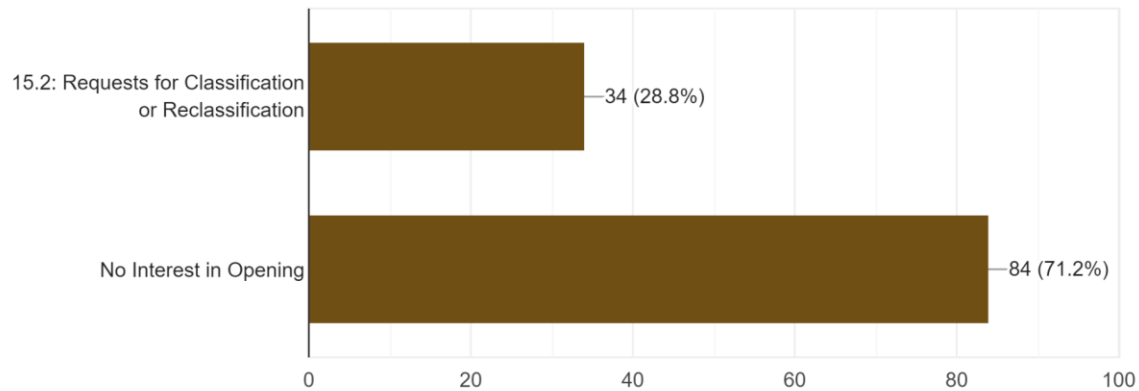


Comments Key Concepts: Increase educational assistance; parity with faculty for tuition reimbursement, educational achievement recognition, PDL, etc.; increase amounts for travel & conference and tuition reimbursement to reflect rising costs

Article 15: Classification and Reclassification (

<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article15.pdf>)

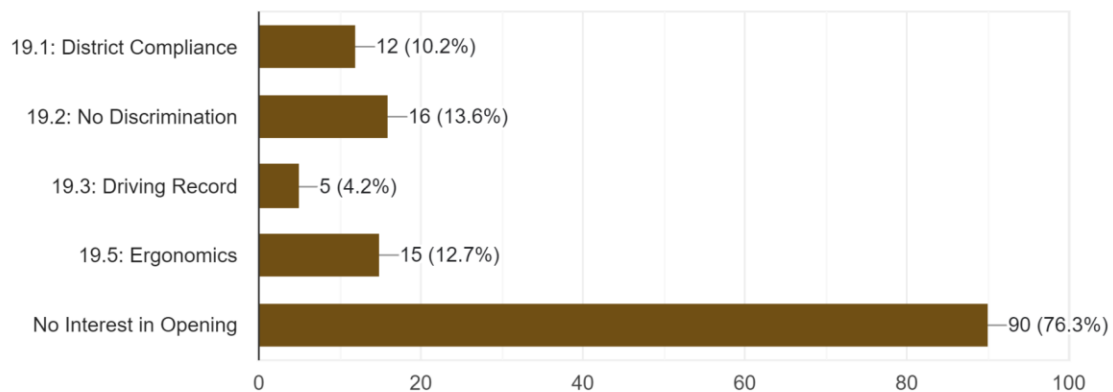
118 responses



Comments Key Concepts: Mainly pertain to classification study, which isn't relevant to this section necessarily. One felt the classification study is already obsolete due to the pandemic. "Joint committee" to review reclass recommendations;

Article 19: Safety (<https://acefhda.org/wp-content/uploads/2022/04/2018-2021-ACE-Article19.pdf>)

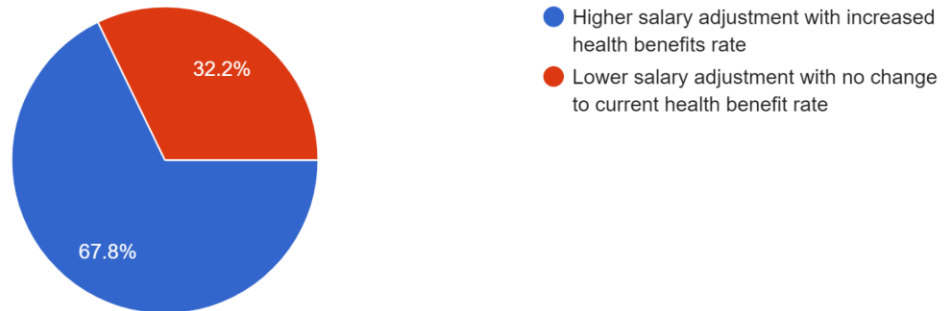
118 responses



Comments Key Concepts: compliance with Covid guidelines; sanitation; concern about safety compliance.

If your negotiating team is faced with a decision to bargain between salary increases in exchange for an increase in health benefit monthly contribution rates, which do you prefer?

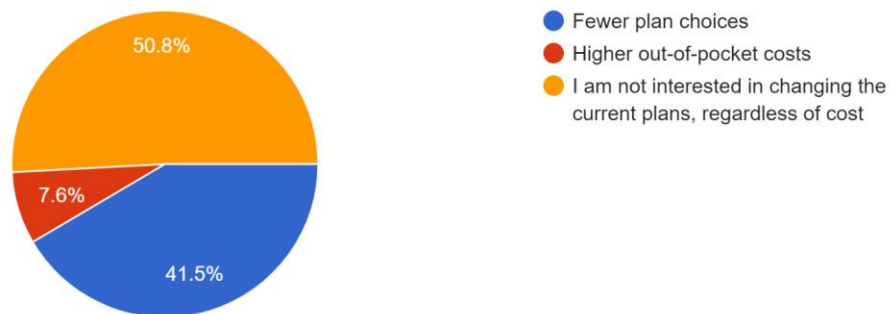
118 responses



The majority of respondents prefer a higher salary adjustment even if that means an increased rate for health benefits.

Would you be willing to reduce health benefit premium costs by either of the following methods?

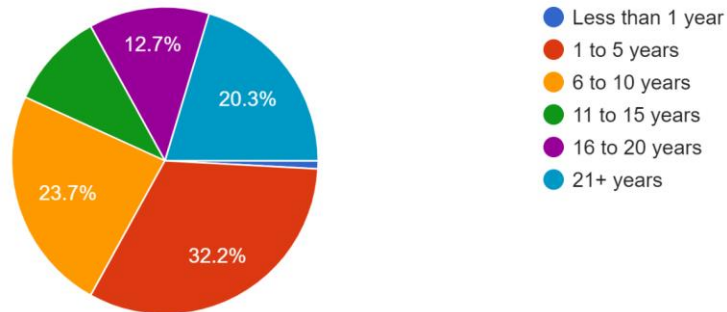
118 responses



Half of respondents are not interested in changing the current health plans. Of the other half, 41.5% would accept fewer plan choices to reduce premium costs.

How long have you worked for the District?

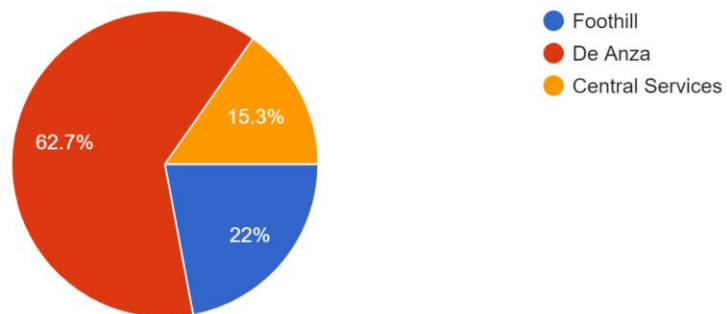
118 responses



Over half of the respondents have worked for the District 10 years or less.

Where do you work?

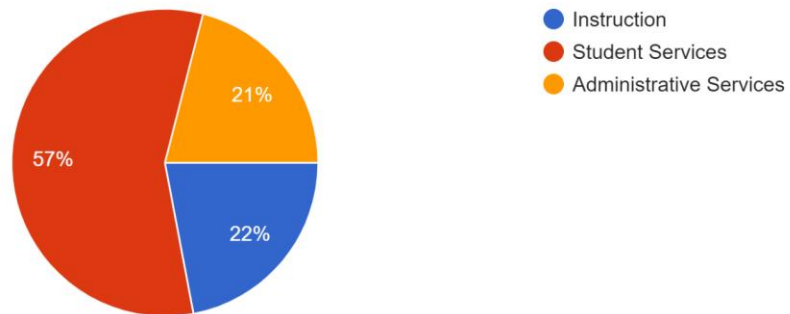
118 responses



The majority of respondents work on De Anza campus.

What is your service area?

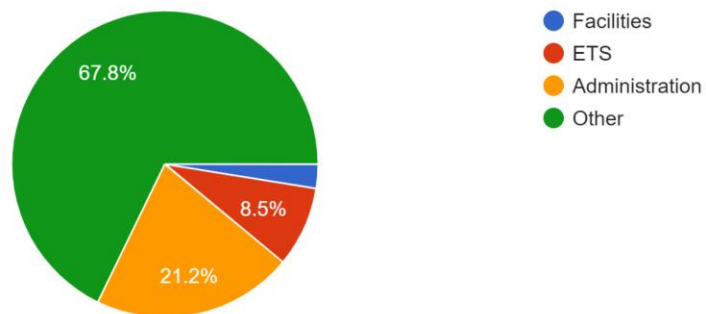
100 responses



More than half of Foothill and De Anza respondents work in Student Services.

What is your service area?

118 responses



The majority of Central Services respondents reported their service area as “Other”.