

**Coast Community College District**  
**BOARD POLICY**  
Chapter 7  
Human Resources

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**BP 7140 Collective Bargaining/Meet-and-Confer**

**References:**

Educational Employment Relations Act ("EERA"), Government Code Sections 3540 et seq.;  
BP/AP 7240 Confidential Employees;  
BP 7230 Classified Employees;  
BP/AP 7250 Educational Administrators;  
BP 7260 Classified Managers

The Board recognizes that District employees have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

If eligible employees of the District select an employee organization as their exclusive representative, and if after recognition by the District or after a properly conducted election, an exclusive representative is certified as the representative of an appropriate unit of employees under the provisions of the Educational Employment Relations Act ("EERA"), Government Code Sections 3540 et seq., the District will negotiate in good faith on matters within the scope of bargaining as defined by law.

Board decisions concerning individual employees shall be made without regard for employee membership or non-membership in such organizations.

Each employee organization recognized by the Board for representation of District employees shall submit annually to the Chancellor, in writing, the names of persons selected to be the official spokespersons for the organization in relationships with the Board or its designated representative.

The Association of Confidential Employees ("ACE") has been formed for the purposes of working with the Chancellor and Vice Chancellor of Human Resources through a meet-and-confer function in order to formulate recommendations for the Board related to the terms and conditions of employment for confidential employees. ACE has adopted a Constitution and Bylaws, and officers have been elected.

The Coast District Management Association ("CDMA") has been formed for the purposes of working with the Chancellor and Vice Chancellor of Human Resources through a meet-and-confer function in order to formulate recommendations for the Board related to the

terms and conditions of employment for management employees. CDMA has adopted a Constitution and By-laws, and officers have been elected. The Chancellor, Vice Chancellors, and College Presidents are excluded from membership in CDMA.

The Chancellor or designee shall be the official representative of the Board to negotiate with exclusive employee organizations to discuss matters of employer-employee relationships as defined in the EERA.

Pursuant to law, the District shall inform the public of the issues that are being negotiated through the District's collective bargaining with exclusive representatives of District employees, so that members of the public have a full opportunity to express their views on the issues to the Board, and so that the public is informed of the positions of their elected officials.

Renumbered from CCCD Policy 050-2-1, Spring 2011

Renumbered from CCCD Policy 050-2-2, Spring 2011

Renumbered from CCCD Policy 050-2-3, Spring 2011

Renumbered from CCCD Policy 050-2-4, Spring 2011

Renumbered from CCCD Policy 050-2-6, Spring 2011

Renumbered from CCCD Policy 050-2-7, Spring 2011

Renumbered from CCCD Policy 060-1-1, Spring 2011

Renumbered from CCCD Policy 060-1-2, Spring 2011

Renumbered from CCCD Policy 060-1-7, Spring 2011

Combined and renumbered from CCCD Policies 7141, 7142, 7143, 7144, 7146, 7147, 7148, 7828, 7829, and 7834

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