

ARTICLE 7 - CONTRACTING OUT BARGAINING UNIT WORK

- 7.1 The District shall not contract out work which has been customarily and routinely performed by bargaining unit members, except as authorized by Education Code section 45103.1 or as required by law. Per Government Code Section 3543.2, contracting out, when within the scope of representation, is subject to decision and effects bargaining. Contracting out, or subcontracting, and the transferring out of bargaining unit work, where there may be a direct impact on employee wages, working conditions, and hours, shall not occur except where agreed to between the parties. The decision to contract out or receive services outside of the scope of the classified bargaining unit is not negotiable.
- 7.1.1 Prior to contracting out any bargaining unit work, and subject to section 1, the District shall notify CSEA, both the Chapter President and Labor Relations Representative, in writing of its intention to contract out bargaining unit work as soon as practicable, but not less than ten (10) days before service would be due.
- 7.1.2 When a genuine emergency arises that threatens to halt District operations and/or the safety of District sites, and it is not feasible for bargaining unit members to perform the work due to availability, qualification, and/or scope, the District shall notify CSEA of its immediate need to contract out. Should contracting out proceed under this provision, it shall be on a one-time basis and non-precedent setting. The District shall redirect work to bargaining unit members once the emergency is under control.
- 7.1.3 No contracting out shall result in the layoff, reduction in hours, displacement, transfer, or reassignment of bargaining unit members.