

TA: _____ (date)
_____ (initials)

ARTICLE 1: RECOGNITION

- 1.1 **ACKNOWLEDGEMENT.** The DISTRICT recognizes the ASSOCIATION as the exclusive representative for all sworn college school police officers (“unit members”) except those positions identified as management and non-sworn employees. Excluded are all other employees.
- 1.2 The DISTRICT agrees to ~~not contract or assign police service of unit members as outlined in the DISTRICT Job Description for College Police Officers dated June 21, 2018, and as modified thereafter, to either non-sworn employees or through an outside contractor without first meeting and conferring with the ASSOCIATION.~~ **adhere to Education Code Section 88003.1 and the ASSOCIATION retains the right to negotiate.**
 - 1.2.1 **The contract does not cause the displacement of DISTRICT unit members. The term “displacement” includes layoff, demotion, involuntary transfer to a new classification, involuntary transfer to a new location requiring a change of residence, and time base reductions. Displacement does not include changes in shifts or days off, nor does it include reassignment to other positions within the same classification and general location or employment with the contractor, so long as wages and benefits are comparable to those paid by the school DISTRICT.**