



AFL-CIO

## California School Employees Association

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October 4, 2016

Bruce Baron, Chancellor  
San Bernardino Community College District  
114 South Del Rose Drive  
San Bernardino, CA 92408

RE: Demand to Negotiate

Dear Mr. Baron:

The California School Employees Association and its Chapter 291 (CSEA) demands that the San Bernardino Community College District (District) meet and negotiate both the decision and effects of contracting out bookstore services.

During a collaboration meeting between the District and CSEA held on September 14, 2016, the District notified CSEA of its intent to possibly contract out bookstore services. In the District's notice, it clearly stated that any action to contract out those services may have an adverse impact on the hours and/or continued employment of CSEA bargaining unit members.

When a school district decides to contract out services which have been normally and/or routinely performed by employees which may have an effect on wages, hours, and/or working conditions (which includes an employee's ability to remain employed), it is required to negotiate that decision. (Oakland Unified School District (2005) PERB Dec. No. 1770) As the Public Employment Relation Board (PERB) stated in Oakland:

“PERB has long held that a decision to subcontract is within the scope of representation and that an employer must therefore negotiate about such decisions.”

Oakland is very much like the present situation. In this case, the District has decided to contract out bookstore services, which will possibly lead to the District laying off all classified employees in the Food Service Specialist, Bookstore Assistant I, Bookstore Assistant II, Book Buyer, Bookstore Customer Service Assistant, and Assistant Bookstore Manager positions, all of whom are represented by CSEA. The job duties performed by these employees are not being discontinued but are rather being transferred to an outside agency.

Under these conditions, the decision and effects to contract out bookstore services are negotiable.

Therefore, CSEA demands that the District meet and negotiate with CSEA on the decision and effects of contracting out classified bargaining unit work and transferring those duties. CSEA is able to meet and negotiate on this matter October 21, 28, and/or November 15, 2016, with additional dates available in November and December, if needed.

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Please respond in writing on or before October 14, 2016, regarding the District's willingness to comply with CSEA's demands, and the District's willingness to meet and negotiate this matter.

Should you have any questions, please contact me at (909) 466-2975, or at [ndorado@csea.com](mailto:ndorado@csea.com).

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

*Natalie Dorado*

Natalie Dorado  
Labor Relations Representative

ND/sa

16 ND 291 Baron re Demand to Negotiate re Contracting Out Bookstore Services

Sent: Email ([ksparks@sbccd.cc.ca.us](mailto:ksparks@sbccd.cc.ca.us)) and USPS Mail

c: Cassandra Thomas, First Vice President  
Kellyanna Miller, Region 18 Representative  
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