

November 7, 2024

To: Marie Billie, Interim Associate Vice Chancellor, CCSF
Fr: Robin Pugh, Vice President, AFT 2121
Re: Request to Bargain

Please consider this communication the Union's formal Demand to Bargain over the District's changes to remote work policies in the Counseling Services and Programs Department, including return to office policies, the timing of implementing changes and the impact they have on mandatory subjects, including but not limited to wages, hours, and conditions of employment.

Under EERA, the District has a duty to provide advance notice of changes that impact matters within the scope of representation to provide sufficient opportunity for negotiation prior to implementation. A change to counselors' remote work schedules has a concrete impact on wages, hours, and conditions of employment. Further, it is a subject of serious concern for counselors and has already produced conflict within the department ([see exhibit A](#)).

In imposing this change without providing adequate notice to the union and an opportunity to bargain, the District has failed to comply with its obligations under EERA and denied AFT its right to represent members. See *Anaheim UHSD (1981)* PERB No.177, *Rio Hondo Community College District (2013)* PERB Decision No. 2313, and *San Mateo City School Dist. v. PERB (1983)* 33 Cal.3d 850.

Please cease and desist from the unilateral implementation of this policy until the District has met its obligation to bargain. Please provide dates when you are available to bargain by COB on Thursday, November 14, 2024.

cc:

Lidia Jenkins, Senior Director of Human Resources, CCSF
Alayna Fredricks, Executive Director, AFT 2121