



March 17, 2023

The Honorable Tina McKinnor, Chair
Assembly Public Employment and Retirement Committee
1020 N Street, Room 153
Sacramento, CA 95814

Re: AB 1699 (McCarty), As Introduced on February 17, 2023

Position: Oppose

Dear Assemblymember McKinnor:

On behalf of the Association of California Community College Administrators (ACCCA), I am writing to respectfully oppose Assembly Bill (AB) 1699 (McCarty).

AB 1699 would require vacancies for part-time or full-time positions of an education employer, including community college districts (CCDs), to be open only to current regular and hourly employees before the vacancy may be posted publicly for the general public to apply pursuant to the following:

- If an employee currently works in the same classification, that employee shall automatically be eligible to add the new assignment to their current assignment
- If there is not an employee who works within the same classification who elects to take the additional assignment, the education employer shall offer the position to other classified employees for whom the position would represent an increase in hours, so long as the employee can reasonably perform the new assignment with reasonable accommodation
- An interested part-time employee who does not meet the minimum qualifications for a vacancy shall be offered reasonable paid on-the-job training for that vacancy
- If no current employees want to accept the new assignment, meet the minimum requirements, or will accept reasonable paid on-the-job training for the vacancy, only then may the job be posted for the general public to apply

The bill would also require an education employer to accept a current part-time employee's number of years of service with the education employer, regardless of the capacity in which they were earned, when that part-time employee applies for an additional part-time assignment that requires a certain number of years of service. The bill would require classified employees who work part-time assignments that equal the number of hours for a full-time assignment for the same education employer to receive the same benefits as employees who work a full-time assignment.

ACCCA holds steadfast to the principle that local control is fundamental in establishing and operating sound programs for students and creating an infrastructure that supports all community college employees. As currently written, AB 1699 would encroach on the local autonomy of CCDs by mandating district hiring processes and protocols, which is an issue that should be handled in conjunction with our labor partners during the collective bargaining process. This bill would also result in significant cost implications for districts as it would overhaul the hiring process and require paid training for interested employees without providing any funding for districts to implement these provisions.

As currently written, this bill would infringe upon the collectively bargaining process and create a new costly mandate for districts who are facing tightened budgets and increased cost pressures all while the state economy is softening. For these reasons, ACCCA must respectfully oppose AB 1699 and ask committee members to vote “no” on this measure.

Sincerely,

A handwritten signature in black ink, appearing to read "Susan K. Bray". The signature is fluid and cursive, with the first name being the most prominent.

Susan K. Bray
Executive Director

cc: Members, Assembly Public Employment and Retirement Committee
The Honorable Kevin McCarty
Michelle McKay Underwood, Legislative Advocate