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10 **POLICY RECOMMENDATION**
11 **Rescinding F85-8 “Performance Evaluation Procedures and**
12 **Criteria for Employees in Unit 4 - Academic Support”**

13 Resolved: That F85-8 be rescinded.

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15 Rationale: F85-8 is a rather basic set of evaluation procedures and criteria for
16 members of Unit 4, some of whom happen to be classified as members of
17 the General Unit of the Academic Senate. Since this policy was
18 implemented in 1985, however, Unit 4 has collectively bargained system-
19 wide evaluation procedures and criteria that supplant any previous local
20 policies. Furthermore, there is no provision in the Unit 4 CBA (as there is in
21 the Unit 3 CBA) for Senate involvement in recommending implementation
22 policies. Therefore, F85-8 has been defunct for a very long time, and its
23 presence “on the books” is confusing at best and deceptive at worst.

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25 Professional Standards would have liked to consult, if only as a matter of
26 courtesy, the affected staff before recommending the appeal of this old
27 policy. However, we were informed that any effort to reach out to Unit 4 to
28 seek their input on evaluation procedures “would be considered direct
29 dealing/bargaining with represented employees” and thus a violation of their
30 CBA.

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32 Approved: October 21, 2019.

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34 Vote: 8-0-0

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36 Present: He, Riley, Chin, Cargill, Peter, Monday, Kumar, Mahendra, Kemnitz,
37 Birrer

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39 Absent: Riley, Kemnitz

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41 Financial Impact: No direct impacts

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43 Workload Impact: No direct impacts