

1 **ARTICLE 20**

2 **COMMUTE TRIP REDUCTION, PARKING, AND WORKING REMOTELY**

3 **20.1** The Employer will continue to encourage but not require employees to use alternate  
4 means of transportation to commute to and from work consistent with the Commute  
5 Trip Reduction law and the needs of the college/district community. Additionally,  
6 the Employer agrees to offer low-cost alternative transportation where appropriate  
7 and feasible.

8 **20.2** The Employer and the Union recognize the value of compressed workweeks,  
9 flextime arrangements, and working remotely/teleworking/telecommuting.

10 **20.3** The Employer agrees not to make any changes to current parking conditions for the  
11 term of this Agreement unless it first meets its collective bargaining obligation. In  
12 the event another group of college/district employees working at the same location,  
13 not covered by this Agreement, is permitted to purchase employee parking permits  
14 at a lower rate, the lower rate will automatically be applied to employees covered  
15 by this Agreement at that location. This provision does not require colleges to  
16 provide special rates available for situations such as emeritus status, special event  
17 parking, part-time employment, student enrollment or employment, commute trip  
18 reduction or reasonable accommodation, where employees do not meet the criteria  
19 for the special rates. Employees working at a college worksite that is not the main  
20 campus will not be charged parking rates in excess of WPEA represented staff  
21 parking at the main campus.

22 **20.4 Qualified Pre-Tax Transportation Benefits Plan**

23 The Employer agrees to maintain the current qualified pre-tax transportation  
24 benefits plan that allows eligible employees to pay for qualified parking and/or  
25 public transit on a pre-tax basis as permitted by federal law or regulation.

26  
27 **20.5 Telework Policy & Procedure**

- 1 The employer will maintain a Teleworking Policy & Procedure that describe the processes
- 2 that will be taken by the employee and employer to initiate and agree to a teleworking plan.

**TENTATIVE AGREEMENT REACHED**

*An electronic signature to this Agreement shall be given effect as if it were an original signature.*

For the Employer

For the Union

*Inti Tapia* 9-13-24

 9/16/24

**Inti Tapia, Labor Negotiator**  
OFM/SHR Labor Relations &  
Compensation Policy Section

**Steve Sloniker,**  
**Director of Contract Administration**  
**WPEA**