

Clarifying Roles Senate Governance vs. Union Representation

Key Distinctions

- **Senate = Governance Voice:** Ensures classified perspectives are included in district-wide decision-making.
- **Union = Labor Voice:** Protects and enforces staff rights, compensation, and working conditions.

Together, both bodies provide complementary representation for classified professionals—one in shared governance and the other in collective bargaining.

Classified Senate (District Services)	Union / SEIU (CLPCCD Local Chapter)
Represents the professional voice of classified staff in shared governance.	Represents classified staff in labor/contractual matters.
Participates in district and college governance: committees, councils, planning, accreditation, policies.	Bargains with the district over wages, benefits, hours, and working conditions. Handles grievances.
Established under Title 5 of the California Code of Regulations (Education Code §70901.2) as part of participatory governance.	Recognized under state and federal labor law as the exclusive bargaining agent.
Institutional effectiveness Policy review/input Professional development Classified staff recognition and engagement	Collective bargaining agreements (CBAs) Salary schedules and benefits Job security and workload Grievance procedures and representation
Voluntary participation; all classified professionals are represented in governance regardless of membership.	Formal membership is required for union voting (but contract protections apply to all in the bargaining unit).
Advisory—provides input, recommendations, and perspectives to administration and governance bodies.	Binding—negotiates and enforces legally enforceable contracts with the district.
Collaborative partner in governance; promotes communication and inclusion of classified voices.	Negotiating raises, filing grievances, protecting overtime rules, resolving disputes.