

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COAST COMMUNITY COLLEGE DISTRICT
AND THE
COAST FEDERATION OF CLASSIFIED EMPLOYEES, LOCAL 4794**

BOOKSTORE EMPLOYEE TRANSITION PLAN

WHEREAS, on July 2, 2008, after a meet-and-confer process with CFCE, the District entered into a vendor contract for the management, inventory, and operation of the Orange Coast College ("OCC") Bookstore, due to the financial losses historically experienced by the OCC Bookstore operation; and

WHEREAS, on April 8, 2010, after a meet-and-confer process with CFCE, the District entered into a vendor contract for the management, inventory, and operation of the Coastline Community College ("CCC") Bookstore and of the Golden West College ("GWC") Bookstore, due to the financial losses historically experienced by the CCC and GWC's Bookstore operations; and

WHEREAS, the parties acknowledge that bookstore operations and services, in general, have and will continue to evolve due to student demand for online textbooks and student demand for lower purchase prices that can be associated with online purchasing through large book vendors that can realize a more significant economy of scale than the District can; and

WHEREAS, CCC will transition to a virtual bookstore thereby minimizing or eliminating the need for on-site bookstore support services by around 2021; and

WHEREAS, the parties have a mutual interest in developing effective, long-term, support systems for classified Bookstore personnel to ensure that impacted employees have focused support in evaluating options as these transitions take place.

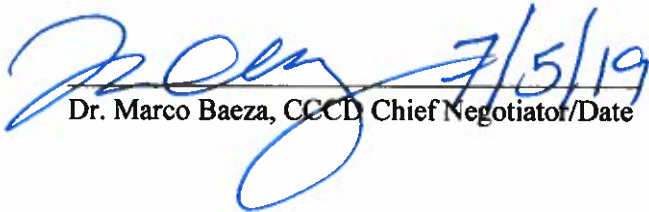
THEREFORE, the parties agree to implement the following terms while the District continues to explore its options related to the management and staffing of the College Bookstores:

1. This MOU shall apply to "Bookstore Employees" who are defined as classified staff, actively employed in one of the College Bookstores in the position of: Retail Clerk, Accounting Assistant, Senior Accounting Assistant, Bookstore Operations Specialist, Textbook Acquisitions Clerk, Bookstore Operations Assistant, and/or Warehouse & Distribution Coordinator.
2. Bookstore Employees will be provided with an opportunity to meet with Human Resources for an individualized discussion about the transition, their future goals, and career planning.
3. Human Resources will assist each employee in determining their career goals and interests, and will develop a program or plan for each employee aimed at supporting their transition.

4. Bookstore employees will have their names added to the District transfer list so that they will be notified of vacancies which open up in their current classification, a lateral classification, or a lower classification, and will have an opportunity to interview for those.
5. Bookstore employees will be eligible to participate, at no cost, in training coaching, resume writing, and interview preparation workshops to be offered by Human Resources, including "Hire Me" workshops.
6. Bookstore employees will be eligible to participate in the District Job Training Program for positions which may be of interest to the employee.

COAST COMMUNITY COLLEGE DISTRICT

COAST FEDERATION OF CLASSIFIED
EMPLOYEES

 7/5/19

Dr. Marco Baeza, CCCD Chief Negotiator/Date

 6/27/19

Connie Marten, CFCE Chief Negotiator/Date

Dr. Lorraine Prinsky, Board President/Date