

1 Memorandum of Understanding
2 Between
3 Coast Community College District and
4 Coast Federation of Classified Employees, Local 4794

5
6 July 16, 2018

7
8 LABOR RELATIONS
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10 The following Memorandum of Understanding entered into by and between the Coast Community College
11 District (“District”) and the Coast Federation of Classified Employees, Local 4794 (“CFCE”), is expressly
12 made pursuant to the Education Employment Relations Act and the current Collective Bargaining
13 Agreement (“Agreement”).
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15 **ARTICLE 19: SALARIES**
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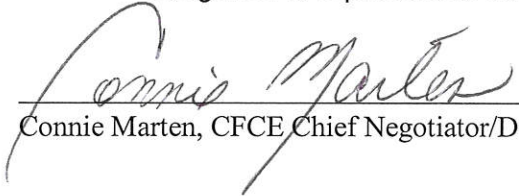
17 The parties agree that each classified employee, employed as of the date of this MOU, who
18 were eligible for longevity during the 2016-2017 fiscal year under the terms of Article 19.2 of
19 the 2015-2017 Agreement (status quo) shall receive a one-time, off-schedule payment in an
20 amount equal to longevity earned for the 2016-2017 fiscal year, subject to applicable taxes
21 and statutory withholdings, as full and complete resolution to any claimed longevity
22 payments due or owing during the 2016-2017 academic year. This payment shall be issued
23 within 90 days of the ratification and approval of this MOU, and shall not be deemed to
24 establish a precedent or past practice.
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27 **GENERAL LABOR RELATIONS GUIDING PRINCIPLES**
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- 29 a. The parties affirm that they shall at all times act in good faith, and will endeavor to
30 work collaboratively, respectfully, and creatively to reach agreements and resolve
31 disputes.
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33 b. The parties shall strive in good faith to be punctual and prepared for any scheduled
34 meetings.
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36 c. The parties agree to notify the other with as much advance notice as possible of any
37 meeting cancellation. Specifically, the parties will notify one another via text and e-
38 mail at least 24 hours in advance, whenever possible, except where the cancellation
39 is due to illness, emergency or an unforeseen circumstance.
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41 d. All requests for information or data shall be submitted in writing, or their designee,
42 unless mutually agreed to by both parties.
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44 e. The parties agree that all meetings and interactions will be conducted with
45 professionalism, civility and respect towards each of the participants. Respect for
46 each party as well as the leadership of the District and CFCE will be shown at all
47 times.
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- f. The parties will bargain under the premise that, as in all of the District's concerns, students must come first.
- g. The parties are committed to problem-solving and shared solution through collaboration models.
- h. The parties will bargain with a commitment to sound fiscal policy.
- i. The parties will mutually develop an agenda for the next meeting at the end of each meeting. In the event of there is no agenda, the parties agree to begin the session by mutually constructing an agenda.
- j. The parties acknowledge that CFCE and the District have a legal obligation to negotiate and enforce the Collective Bargaining Agreement. Additionally, the District acknowledges that CFCE has an obligation to represent the economic and contractual interests of its bargaining unit members as the District also has an obligation to represent its own economic and contractual interests.



Connie Marten, CFCE Chief Negotiator/Date



Dr. Marco Baeza, CCCD Chief Negotiator/Date



Mary L. Hornbuckle, Board President/Date

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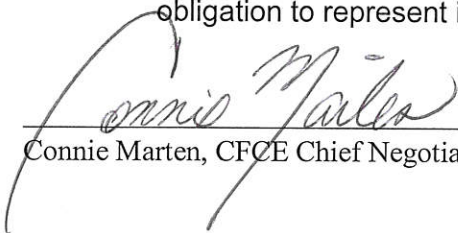
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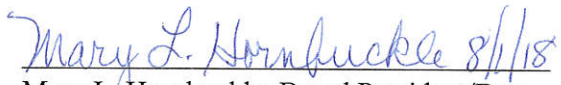
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 Connie Marten, CFCE Chief Negotiator/Date

 7/16/18

 Dr. Marco Baeza, CCCD Chief Negotiator/Date



 Mary L. Hornbuckle, Board President/Date