

Memorandum of Understanding ("MOU")
Between
Coast Community College District and
Coast Federation of Classified Employees, Local 4794

November 10, 2020

Custodial Shift Differentials
March 30, 2020 – December 31, 2020

The Coast Community College District and the Coast Federation of Classified Employees, herein referred to collectively as the "Parties," acknowledge that increased cleaning and disinfecting demands, associated with the District's response to the COVID-19 pandemic, has created the need for many custodial personnel throughout the District to adjust their work schedules from previously assigned graveyard¹ shifts onto swing² or day³ shifts.

Accordingly, the Parties hereby agree that any custodial classified employee re-assigned to a swing or day shift, in-lieu of a regularly assigned graveyard shift, from March 30, 2020 through December 31, 2020, shall continue to receive a 7.5% graveyard shift differential⁴ during this period.


The Parties acknowledge that, except as provided for in this MOU, the Parties otherwise retain their respective rights under the CBA and applicable law.

This MOU expires on December 31, 2020, is non-precedential, and shall not be deemed to establish a practice or policy by either Party.


Quintin Powell, CFCE Chief Negotiator/Date


Dr. Marco Baeza, CCCD Chief Negotiator/Date


David A. Grant, Board President/Date


Dr. John Weispfenning, Chancellor/Date

¹ Graveyard shifts are defined by Section 14.6.C of the Parties' collective bargaining agreement ("CBA").
² Swing shifts are defined by Section 14.6.B of the CBA.
³ Day shifts are defined by Section 14.6.A of the CBA.
⁴ Shift differentials are defined by Section 14.7.A of the CBA.