

MEMORANDUM OF UNDERSTANDING

Between

Glendale Community College

And

CSEA Glendale College Chapter 76

Summer 2013

May 8, 2013

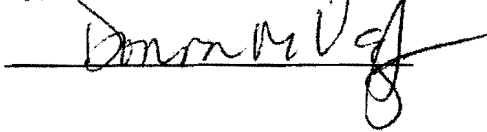
This Memorandum of Understanding by and between the Glendale Community College District and CSEA Glendale College Chapter 76 acknowledges that the District is authorizing a four (4) day, forty (40) hour workweek for the Summer 2013 in accordance with Article VII, Hours of Employment, Section 3.

1. The four day workweek will run Monday through Thursday beginning on Monday, June 17, 2013 and ending on Friday, August 23, 2013. The college will be closed on Fridays during this time.
2. It is agreed that the workweek of July 1, 2013 through July 5, 2013 will be a three (3) day workweek (Monday, Tuesday, and Wednesday) at ten (10) hours per day. Thursday, July 4, 2013 will be a ten (10) hour paid holiday. The college will be closed on Friday, July 5, 2013.
3. If the District determines that, in order to maintain critical services, a department should be staffed on a Friday, an alternate 4/40 schedule shall be arranged with the mutual agreement of the employee and the supervisor.
4. The terms of this MOU shall not constitute a past practice or be deemed precedent setting and shall apply to Summer 2013 only.
5. For 10 and 11 month employees who have had their work year reduced and who take part of July and part of August as their month off, a full week off will be counted as 5 of the 21 days required to constitute a month off for these employees. When a partial week is worked the schedule will revert to a traditional 5/40 workweek and all days not worked will count toward the one month reduction.


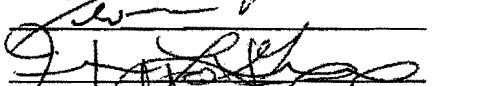
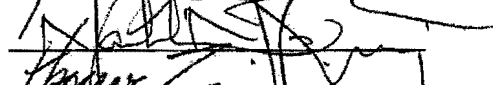

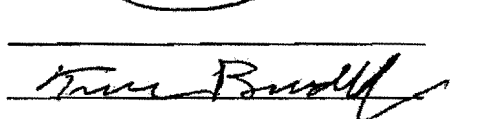
This tentative agreement is subject to ratification/adoption by both parties.

Tentatively agreed to on May 8, 2013.

FOR THE DISTRICT



FOR THE ASSOCIATION

Tentative Agreement
Between
Glendale Community College District and
CSEA Glendale College Chapter 76

May 8, 2013

ARTICLE XVI – POLICE OFFICERS

SECTION 1. District Provided Equipment - The District will provide each new officer hired with ~~two (2) complete sets of winter and summer uniforms~~, a hand gun, a Sam Brown belt and all required public safety equipment. A hand gun will not be purchased for any part-time police officer who is employed elsewhere as a law enforcement officer. Emergency tactical equipment shall be provided to all police officers by the District, and remain District property.

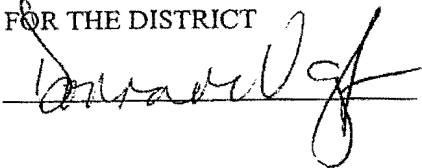
SECTION 2. District Provided Uniforms Reimbursements – The District will provide each new officer and Police Communications and Record Specialist hired with **two (2) complete sets of winter and summer uniforms**. ~~The District will reimburse each full-time officer up to one thousand dollars (\$1000) a year to cover cleaning, replacement and additional uniforms if desired. This reimbursement will also be used to provide shoes or boots for the officer. Part-time officers will be reimbursed up to five hundred dollars (\$500) a year. Officers are responsible for submitting a requests for reimbursement with supporting receipts on a monthly basis.~~

Ongoing Uniform Costs – Each full-time officer is eligible for a maximum of one thousand five hundred dollars (\$1,500) each fiscal year to cover cleaning, replacement and additional uniforms, including shoes and boots. Police Communications and Record Specialists and part-time officers are eligible for up to seven hundred fifty dollars (\$750) each year. The officer may purchase these items and services using a district purchase order through approved district vendors or may purchase these items on their own and submit receipts for reimbursement.

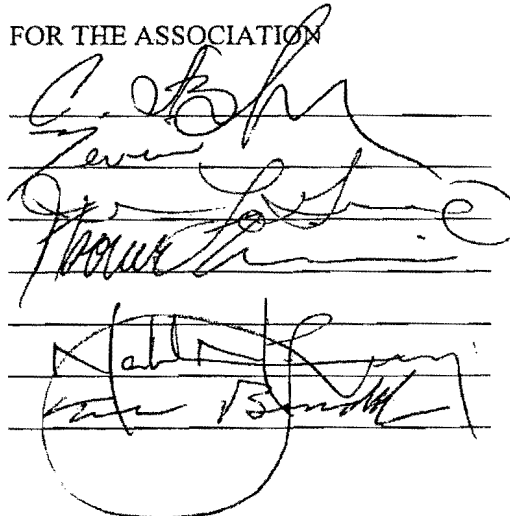
All other sections of this Article shall remain unchanged.

This Tentative Agreement is subject to ratification/adoption by both parties.

FOR THE DISTRICT



FOR THE ASSOCIATION



**Side Letter Agreement Between
Glendale Community College District and
California School Employees Association (CSEA)**

Cash-in-lieu of Medical Benefit

March 27, 2013

This Side Letter Agreement supersedes the side letter agreement signed on March 6, 2013.

The Glendale Community College District and the California School Employees Association (CSEA) tentatively agree to add the following section to the end of Article XI, Section 1 of their collective bargaining agreement. These provisions shall only be effective for the opt-out months of **July, 2013 through December, 2013.**

All eligible employees should have health coverage in either a District plan or a plan provided through a spouse or domestic partner who does not work for Glendale Community College District. An employee that is eligible for a District-paid health plan and is covered by another health plan through a spouse or domestic partner may voluntarily opt out of the District plan.

The employee will be paid the amount listed in the chart below for each month he/she is eligible for a District-paid health plan but is not covered.

<u>Number of employees opting out</u>	<u>Monthly incentive amount</u>
7 or fewer	\$250
8 or 9	\$400
10 or more	\$500

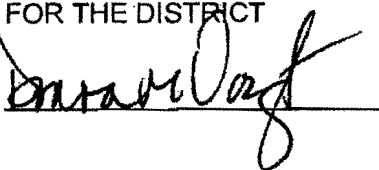
To participate in this option, the employee must show proof of coverage from the other health plan and the stipend will be effective on the first working day of the subsequent month. If an employee is receiving this stipend and loses health coverage through his/her spouse or domestic partner, he/she will be required to be re-enrolled in one of the District's plans on the first working day of the subsequent month of the loss of coverage and the stipend will end in the month of the termination of the other plan. To be re-enrolled in a District plan, the employee must show proof of termination from the other health carrier within 30 days of termination.

The employee shall receive the money in a stipend check in January 2014 for the period of July through December 2013.

This side letter agreement is subject to ratification by the CSEA membership and approval by the Board of Trustees.

Tentatively agreed to on March 27, 2013

FOR THE DISTRICT



FOR THE ASSOCIATION

