

MEMORANDUM OF UNDERSTANDING
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76
and the
GLENDALE COMMUNITY COLLEGE DISTRICT

The following Memorandum of Understanding reflects the agreement of the California School Employees Association and its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") regarding the following:

1. **Term:** This MOU shall cover the time period between March 15, 2020 and December 31, 2020.

2. **Differential Compensation:** Consistent with Education Code Section 88182, the District and CSEA acknowledge that ongoing public health conditions present unique working conditions for classified staff performing in-person services. The District agrees to provide differential compensation to verified eligible unit members, as defined below, in the amount of \$25 per day on a 1.0 FTE basis (prorated for less than 1.0 FTE assignments) of assigned work during the period covered.

3. Eligibility

A. The differential shall be paid only to those bargaining unit employees currently employed with the District as of the date of this MOU who served in bargaining unit positions which (1) by virtue of the nature of the job(s), required the employee to perform all of the essential functions of their positions on campus to enable the District to respond to the public health emergency created by the onset of the COVID-19 pandemic, and (2) the work performed provided essential services to the College was done so in the highest risk conditions, as defined and agreed upon by the Parties. Examples of high risk work eligible for the differential include disinfecting District facilities and/or rendering medical or emergency response and services to members of the public.

B. Employees who were on leave from their positions which would otherwise meet the above criteria shall not be eligible to receive the differential during the dates they are determined by the District not to have been on campus performing these essential functions in hazardous conditions.

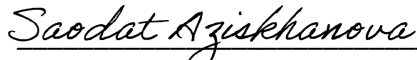
C. A list of employees meeting the criteria in Paragraph A of this section is included as Attachment 1 of this agreement. The Parties affirm that they have reviewed the list in full and mutually agreed that the employees listed (by employee number) represent the full class of employees eligible for receipt of the differential outlined in Section 2,

subject to verification that they are not otherwise excluded, in full or in part, from receiving the differential using the methods described in Section 4 below.

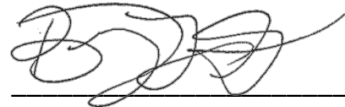
4. Verification of Eligibility Given the passage of time between the covered period and the effective date of this agreement, the Parties agree that neither the CSEA nor the employees eligible to receive the differential as defined in Section 3 shall be required by the District to verify their actual physical presence on campus for each date that the differential is considered earned based on District attendance, payroll and other existing relevant records, including leave administration records.

4. Temporary Compensation: Consistent with Education Code Sections 88180 *et seq*, this differential is intended to be temporary, provided on a one-time basis due to the extraordinary circumstances addressed, and shall not create any entitlement to an increased rate of pay beyond stated term in Section 1 of this MOU.

Date of Agreement: March 15, 2023



Saodat Aziskhanova, Chief Negotiator
CSEA and its Chapter #76



Brittany Grice, Chief Negotiator
Glendale Community College



Alex Moore, Sr. Labor Relations Representative
CSEA

Employee Number	Department	Job	Fte
2660	College Police	Police Comm & Rec Specialist	1
10794	College Police	Police Comm & Rec Specialist	1
1299	College Police	Police Corporal	1
2054	College Police	Police Officer	1
4234	College Police	Police Officer	1
7262	College Police	Police Officer	1
7365	Health Services	Nurse Associate	1
8075	Health Services	Nurse Associate	1
1412	Facilities	Custodian	0.475
369	Facilities	Custodian	1
1958	Facilities	Custodian	1
2010	Facilities	Custodian	1
2234	Facilities	Custodian	1
316	Facilities	Custodian	1
290	Facilities	Custodian	1
2366	Facilities	Custodian	1
9300	Facilities	Custodian	1
7053	Facilities	Custodian	1
578	Facilities	Custodian	1
1091	Facilities	Custodian	1
9834	Facilities	Custodian	1
1765	Facilities	Custodian	1
6606	Facilities	Custodian	1
1523	Facilities	Custodian	1
8718	Facilities	Custodian	1
6917	Facilities	Custodian	0.75
9511	Facilities	Custodian	1
3292	Facilities	Custodian	1
9301	Facilities	Custodian	1
6565	Facilities	Custodian	1
9580	Facilities	Custodian	0.475
8082	Facilities	Custodian	1
741	Facilities	Custodian	1
10146	Facilities	Custodian	1
10669	Facilities	Custodian	1
8926	Facilities	Custodian	1
10305	Facilities	Custodian	1
10147	Facilities	Custodian	1
10581	Facilities	Custodian	1
1348	Facilities	Custodian	1
2882	Facilities	Custodian	0.475
2545	Facilities	Admin Assist III	1
1774	Facilities	Office Assistant III	1
10439	Facilities	Gardener	1
9439	Facilities	Gardener	1
1764	Facilities	Head Gardener	1

865	Facilities	Lead Warehouse Worker	1
7861	Facilities	Mail Services Worker	0.5
9569	Facilities	Mail Services Worker	1
1433	Facilities	Senior Custodian	1
359	Facilities	Senior Head Custodian	1
890	Facilities	Senior Head Custodian	1
7255	Facilities	Warehouse Worker	0.5