

Memorandum of Understanding
by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), on a non-precedent setting basis, hereby agree to the following:

This Memorandum of Understanding (MOU) shall apply to 2023/2024 academic year. This agreement shall conclude on July 1, 2024.

The collective bargaining agreement between the Parties establishes conditions for which faculty will be compensated during the period they take leave, both of a discretionary and non-discretionary nature. This memorandum addresses the ongoing extraordinary impact of COVID-19 on bargaining unit members and the college at large.

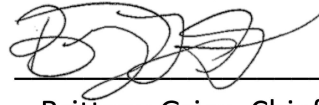
For the designated period, the Parties agree to modify the protocols in which catastrophic leave (See Article VII, Section 5, Subsection A) will be accessible under the contract for those faculty who test positive for COVID-19 and/or who must remain at home in accordance with the [Cal-OSHA COVID-19 prevention regulations](#). Other relevant provisions to the circumstances described in this MOU, as outlined in Article VII, Section 8 of the Parties collective bargaining agreement, shall be suspended during the designated period. During the 2023-24 academic year, faculty members who report testing and/or falling ill with COVID-19, and who have already exhausted their regular leave accruals and any accrued compensatory time, shall be afforded the opportunity to apply to draw from a designated set-aside portion of the existing catastrophic leave bank. The Parties agree that this protocol for awarding discretionary catastrophic leave shall comply with all relevant Education Code provisions, including but not limited to Section 44043.5. However, the requirement established for catastrophic leave use under the collective bargaining agreement that stipulates a faculty member must have been ill for thirty (30) days or more shall be waived during the period of this agreement, making faculty members who test positive for COVID-19 who have already exhausted their earned accruals immediately eligible upon that exhaustion.

The procedure for requesting catastrophic leave by a COVID-19 impacted faculty member shall follow the standard practice of providing verification from a licensed healthcare provider along with a written request. Requests and supporting documentation shall be submitted to catleave@glendale.edu.

DATE: 9/18/2023



Caroline DePiro, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District