

Tentative Agreement
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), hereby agree to the following Tentative Agreement:

The following pronouns shall be found and replaced throughout the Guild contract in the following way:

Where it states the word phrase, ~~his or her~~, replace it with the single word, **their**. Based on our search of the contract, there were 7 such instances.

Where it states the word phrase, ~~she/he is~~, replace it with the words, **they are**. Based on our search of the contract, there were 6 such instances.

Where it states the word phrase, ~~she/he~~, replace it with the word, **they**. Based on our search of the contract, there were 25 such instances.

*In some instances, this will require changing the verb that follows from the third person singular form to the third person plural form. For example, ~~he/she serves~~ would change to **they serve** (see Article VI, Section 9.). Based on our search of the contract, there were 4 such instances.*

Where it states the word phrase, ~~him/her~~, replace it with the single word, **the arbitrator**. Based on our search of the contract, there was 1 such instance (Article IV, Section 5, D.)

Where it states the word phrase, ~~him or her~~, replace it with the single word, **them**. Based on our search of the contract, there were 2 such instances.

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Article VII, Section 4, C.

C. Pregnancy, Maternity Disability, Bonding Leaves