

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:

ARTICLE VI
HOURS ...

Section 14. Compensatory Hours for Counselors **and Librarians**

At the sole discretion of the District and through the prior written approval of the appropriate Vice President, €compensatory hours may be offered to counselors and librarians when the District determines a need exists to assign a specialized project or other work that is beyond the scope of normal duties of the bargaining unit members. Compensatory time for this unique work shall be earned on a one hour worked for one compensatory hour earned basis. Bargaining unit members shall be under no obligation to accept such an assignment. ~~earned for counselors working hours above their contract at any time during the year when their services are requested by the District.~~

~~These hours may be accumulated from year to year; however no more than 140 hours may be accumulated under the provision of this Agreement. This provision shall not apply to compensatory days earned prior to June 15, 1992 or summer in lieu days that have not as yet been taken off at the date of this Agreement. Such accumulated time will be considered "grand parented".~~

Compensatory hours may be ~~taken~~ **used to take leave from** ~~off during a work year in any~~ **one-hour increments** ~~of an hour or more~~ with the prior approval of the **bargaining unit member's** Supervisor. The Supervisor will make every reasonable effort to allow for the usage of compensatory time off.

The District is responsible for maintaining a record of each ~~counselor~~ **bargaining unit member's** compensatory time account. ~~and provide each counselor with a yearly account of time earned, spent and carried over for accumulation.~~

Section 15. Compensatory Hours for Library Faculty

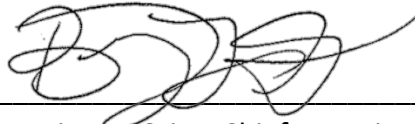
If the District requests a librarian to work additional hours beyond the work day, the librarian shall be entitled to either hourly pay or compensatory time off. Compensatory hours shall be limited to a maximum of 105 hours per year (3 weeks) and shall be taken off during the year earned or the subsequent year in any increment of an hour or more with the prior approval of the Supervisor. The Supervisor shall make every reasonable effort to allow for the usage of compensatory time off. The District is responsible for maintaining a record of each librarian's compensatory time account and providing each librarian with a yearly account of time earned, spent and carried over for accumulation.

The above provision shall not apply to compensatory hours earned prior to July 1, 2002; 112 of those hours (7 hours per week times 16 weeks) shall be converted into banked hours.

DATE: 5/28/2024



Caroline DePiro, Chief Negotiator
Glendale College Guild



Brittany Grice, Chief Negotiator
Glendale Community College District