

DISCUSSION DRAFT, PENDING A FORMAL PROPOSAL

Memorandum of Understanding
Between
The Palomar Community College District
And
The Council of Classified Employees CCE/AFT Local 4522

This Memorandum of Understanding (MOU) between the Palomar Community College District ("District") and the Council of Classified Employees CCE/AFT Local 4522 ("CCE") is intended to modify the regular schedule of classified employees for the period of time from June ~~23, 2014~~ through August ~~23, 2013-2014~~ to a four (4) day, ten (10) hour per day work schedule as follows.

1. Departments will establish employee work schedules within the parameters of this MOU.
2. There may be a continued, limited need for certain departments to maintain their current schedule for operational needs. The departments that will need to maintain their current schedule for operational needs include (but are not limited to) the College Police Department, Facilities Department, the Human Resource Services Department, the Information Services Department, the Child Development Center, Enrollment Services, Financial Aid, Counseling Services, and the Wellness Center.
3. 4/10 schedules shall be Monday-Thursday of each week, and one of the following:
 - a. Four (4) days per week, ten (10) hours per day
 - b. Four (4) days per week, nine (9) hour per day, with one(1) hour per day vacation time
 - c. Four (4) days per week, eight (8) hours per day, with two (2) hours per day vacation time.
4. Vacation and leaves shall continue to follow the provisions of the current handbook agreement.
5. The July 4, ~~2013-2014~~ Independence Day holiday shall be 1) observed by employees on a 4/10 schedule on Thursday, July 3, 2014, 2) observed by employees on their current schedule on Friday, July 4, 2014, and 3) paid according to employees work schedules. No additional vacation or personal necessity leave will be required.



DISCUSSION DRAFT, PENDING A FORMAL PROPOSAL

Memorandum of Understanding
Between
The Palomar Community College District
And
The Council of Classified Employees CCE/AFT Local 4522

6. Employees shall be granted paid rest periods which, insofar as practicable, shall be in the middle of each work period at the rate of twenty (20) minutes per five (5) hours worked or major fraction thereof. Rest periods shall be taken by employees after agreement with the immediate supervisor(s).

Departments will work with employees in the 4/10 work week scheduling to accommodate, where possible, needs such as child/elder care and other similar personal schedule commitments. The parties also understand that previously established 4/10 schedules may not be modified by this agreement.

This MOU is for the limited purpose of the Summer 2013-2014 work schedule, and should not be considered precedent-setting.


4-23-14
Chris Wick
 4/23/14