

**DISTRICT PROPOSAL NO. 1**

**SEPTEMBER 20, 2017**

**MEMORANDUM OF UNDERSTANDING**

**RE: ARTICLE 6 – UNION RIGHTS**

**BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT  
AND THE PALOMAR FACULTY FEDERATION**

This Memorandum of Understanding (“MOU”) is entered into by and between the PALOMAR COMMUNITY COLLEGE DISTRICT (“District”) and the PALOMAR FACULTY FEDERATION (“PFF”) and is with respect to Article 6.

Attached hereto, and marked as Exhibit 1, is a true and correct copy of the parties’ Tentative Agreement dated September 8, 2017 regarding Article 6 – Union Rights.

This MOU is made and entered into within the context of the enactment of Assembly Bill 119 effective July 27, 2017, adopting Government Code section 3555 et seq. AB 119 requires the District and PFF to negotiate the structure, time, and manner of mandatory exclusive representative access to new employee orientations. Because of the urgency and immediate nature of the requirements of AB 119, the parties agree that Article 6 – Union Rights should be implemented immediately retroactive to July 1, 2017.

Immediate implementation of the terms of Article 6 – Union Rights is also justified by the need to address the following issues: (1) the ongoing need for maintenance of dues checkoffs; (2) requiring PFF to provide the District with sufficient copies of the information packets for distribution to new hires in accordance with AB 119; (3) increasing the reassigned time without loss of compensation for PFF/AFT representatives from 2.0 to 3.0 FTE retroactive to July 1, 2017 for the purpose of representation in matters involving the processing of grievances, contract administration and enforcement; and (4) notifying PFF co-presidents via email of any investigatory meeting that may reasonably lead to discipline of faculty with no fewer than three working days’ notice prior to the meeting, in ordinary circumstances.

Dated: 9/20/17

By: [Signature]


Ron Ballesteros-Perez  
Assistant Superintendent/Vice President  
Finance & Administrative Services  
Human Resource Services

Dated: 9/20/2017


By: [Signature]

Bill Shaeffer  
Rutan & Tucker, LLP  
District Chief Negotiator

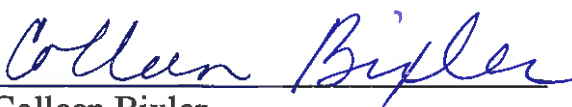
Dated: 9/20/17

By:   
Jenny Fererro  
Lead Negotiator, PFF

Dated: 9/20/17

By:   
Teresa Laughlin  
FT Co-President, PFF

Dated: 9/20/17

By:   
Colleen Bixler  
PT Co-President, PFF