

May 17, 2018

**MEMORANDUM OF UNDERSTANDING**

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

This Memorandum of Understanding ("MOU") is entered by and between the PALOMAR COMMUNITY COLLEGE DISTRICT ("District") and the PALOMAR FACULTY FEDERATION ("PFF") and is with respect to Article 6: Union Rights.

In the event of a finding in favor of Janus in the *Janus v. AFSCME Council 31* decision currently in the US Supreme Court, the District agrees to:

- Notify the PFF within 15 business days if a member contacts the District and attempts to drop his/her union membership.
- Not disclose the personal information of faculty members (home addresses, home telephone numbers, personal cellular numbers, and dates of birth), or union membership lists, unless required to do so under Government Code section 6254.3 and/or in response to a lawful subpoena or court order.
- Cease agency fee deductions from non-members immediately upon PFF notification of current membership lists at the time of the decision.
- Provide reimbursement of agency fees deducted in error to the affected faculty member within 30 days.

Dated: 5/18/18

  
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Dr. Lisa M. Norman  
Assistant Superintendent/Vice President, Human  
Resource Services

Dated: 5/31/18

  
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Jenny Fererro  
Lead Negotiator, PFF

Dated: 5/31/18

  
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Teresa Laughlin  
Co-President, PFF

Dated: \_\_\_\_\_

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Barbara Baer  
Co-President, PFF