

**Memorandum of Understanding
between
Palomar College Council of Classified Employees, AFT Local 4522
and
Palomar Community College District**

This memorandum of understanding (“MOU”) is entered into between Palomar Community College District (“District”) and Palomar College Council of Classified Employees, AFT Local 5422 (“Union”), collectively, the Parties.

WHEREAS, on January 1, 2018, AB 1487 became effective and codified under California Government Code §20480.

WHEREAS, AB 1487 applies to out-of-class assignments for vacant positions.

WHEREAS, Article 12.7 of the Parties collective bargaining agreement (“Agreement”) addresses out-of-class assignments.

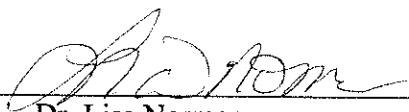
WHEREAS, the Parties seek to ensure that the Agreement fully complies with the law.

NOW, THEREFORE, the Parties agree as follows:

1. When the District makes an out-of-class assignment relevant to the performance of work of a vacant position, the District shall not assign to any individual out-of-class hours that exceed 960 in a fiscal year.
2. This MOU shall apply to all out-of-class assignments relevant to vacant positions including 100% out-of-class and expanded duties outside of current class.
3. This MOU shall be added to and incorporated within the Agreement.

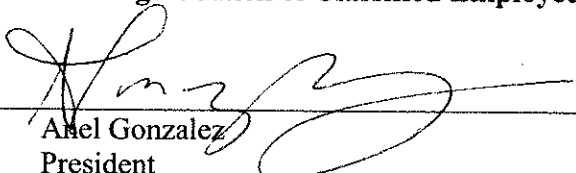
AGREED:

Palomar Community College District

By: 
Dr. Lisa Norman
Assistant Superintendent/VP, Human Resources

Date: 2/11/19

Palomar College Council of Classified Employees, AFT Local 5422

By: 
Anel Gonzalez
President

Date: 2/11/19