

November 19, 2021

**MEMORANDUM OF UNDERSTANDING BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT
AND THE COUNCIL OF CLASSIFIED EMPLOYEES (CCE/AFT LOCAL #4522)**

This Memorandum of Understanding (“MOU”) is entered into by and between the PALOMAR COMMUNITY COLLEGE DISTRICT (“District”) and the COUNCIL OF CLASSIFIED EMPLOYEES (“CCE”), collectively “the parties”.

The California Code of Regulations, Title 8, section 3385(a) states that, “Appropriate foot protection shall be required for employees who are exposed to foot injuries from electrical hazards, hot, corrosive, poisonous substances, falling objects, crushing or penetrating actions, which may cause injuries or who are required to work in abnormally wet locations”

Bargaining unit members who, as determined by the District and in accordance with OSHA Regulation 1910.136, are required to wear steel toe footwear shall be entitled to reimbursement for up to \$145 per fiscal year. The bargaining unit member shall submit their receipt for reimbursement within 45 days of purchase.

Positions covered under this MOU listed herein:

- Arborist
- Assistant Electrician
- BAS Controls Specialist
- Carpenter
- Electrician
- Environmental Health and Safety Specialist
- Environmental Health and Safety Technician
- Facilities Maintenance Technician
- Grounds Maintenance Technician
- HVAC Technician
- Instructional Support Assistant IV (depending on safety requirements due to the nature of the work performed)
- Irrigation Specialist
- Lead Carpenter
- Lead Electrician
- Lead Grounds Maintenance Technician
- Lead HVAC/Energy Technician
- Lead Irrigation Specialist
- Lead Plumber
- Locksmith/Carpenter
- Painter
- Performing Arts Technical Direction Specialist
- Plumber
- Senior Concrete/Masonry Technician
- Senior Grounds Maintenance Technician
- Senior HVAC Technician
- Senior Irrigation Specialist
- Technical Theatre Coordinator

- Vehicle Equipment Mechanic
- Ventilation and Welding Technician
- Warehouse Technician

Additional positions may be added to this list in compliance with The California Code of Regulations, Title 8, section 3385(a), OSHA Regulation 1910.136, and upon mutual agreement of the Parties.

The applicable contents of this MOU shall be included into the collective bargaining agreement (CBA) in Article 25 Health And Safety at the conclusion of the parties 2021-2022 reopener negotiations.

Dated: Nov 29, 2021


Anel Gonzalez (Nov 29, 2021 12:17 PST)

Anel Gonzalez
CCE/AFT #4522 President

Dated: Nov 19, 2021


David Joseph Montoya III (Nov 19, 2021 15:08 PST)

David Joseph Montoya III
Vice President, Human Resources
District Chief Negotiator










Steel Toe Footwear MOU_11.19.2021

Final Audit Report

2021-11-29

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