

SIDE LETTER AGREEMENT
Between
CSEA Glendale College Chapter 76
And
Glendale Community College District

December 7, 2011

This Side Letter Agreement between the Glendale Community College (hereafter "District") and the California School Employees Association, Chapter 76 (hereafter "Association") reflects the agreement regarding classified work assignments during winter session 2012:

The District is offering a limited winter session for 2012 which may result in insufficient workload for certain classifications. Any such employees in those classifications may be reassigned.

The District agrees to review the list of reassignments with CSEA. The final right of assignment rests with the District as stated in Article III, Section 1 (Retained Rights). These reassignments shall be mutually agreed upon by CSEA and the District.

This agreement will be in effect January 3, 2012 through February 10, 2012.

Tentatively agreed to on December 7, 2011.

FOR THE DISTRICT:

Paul Schlossman

FOR THE ASSOCIATION:

C. [Signature]

Michael W. [Signature]

Jessie [Signature]

David [Signature]

[Signature]

[Signature]

Ratified 1-3-2012

MEMORANDUM OF UNDERSTANDING

Between

Glendale Community College

And

CSEA Glendale College Chapter 76

October 26, 2011

This Memorandum of Understanding between Glendale Community College (hereafter "District") and the California School Employees Association, Chapter 76 (hereafter "Association") reflects the agreement regarding hours of employment during the 2012 Winter intersession.

The District and Association agree to the following:

1. For Winter 2012, CSEA bargaining unit members will observe the following work schedule:
 - a. The workweek of January 2nd through January 6th will convert to a standard forty hour week as outlined in Article VII, Section 3(c) due to the New Year holiday.
 - b. From January 9th through February 10th bargaining unit members will follow a 4/40 work schedule. The campus will be closed on January 13th, 20th, and 27th, and February 3rd and 10th, 2012.
 - c. The workweek of January 16th through January 20th will follow a 4/40 work schedule with Monday, January 16th being a ten hour holiday due to Martin Luther King Day.
2. If the District determines that, in order to maintain critical services, a department should be staffed on a date listed in Section 1(b), an alternate 4/40 schedule shall be arranged with the mutual agreement of the employee and the supervisor.
3. The terms of this MOU shall not constitute a past practice or be deemed precedent setting and shall apply to the 2012 Winter intersession only.

This tentative agreement is subject to ratification/adoption by both parties.

Tentatively agreed to on October 26, 2011.

Ratified 11.10.2011

FOR THE DISTRICT:

Paul Schlosman

FOR THE ASSOCIATION:

G. Cohen
Harold
Mark K...
John P...
R. ...

3,152,411

SIDE LETTER AGREEMENT
Between
CSEA Glendale College Chapter 76
and
Glendale Community College District

682,891 21.66

October 12, 2011

This Side Letter Agreement between the Glendale Community College District (hereafter "District") and the California School Employee Association Chapter 76 (hereafter "Association"), reflects the agreement on the following regarding the fiscal year 2011-2012:

1. There is a total District deficit of ~~\$3,542,411~~ \$3,152,411 as of September 30, 2011. This amount does not include any mid-year budget cuts that may be imposed by the State.

~~2. The "fair share" responsibility of the CSEA bargaining unit is 25.315% for this deficit. The CSEA bargaining unit "fair share" total dollar amount is \$896,761.~~

3. The savings generated from the one (1) unpaid "furlough" day for 2011-2012 by the CSEA bargaining unit is \$62,882.

4. The Association agrees to contribute its remaining shares of the 2009 Blue Shield rebate of \$101,718 towards the 2011-12 budget deficit.

5. The Association agrees to contribute its remaining share of the 2010 Blue Shield rebate of \$107,148 towards the 2011-12 budget deficit.

6. The Association agrees to contribute the rolled over reallocation fund balance in the amount of \$122,070 toward the 2011-12 budget deficit. In addition, The Association agrees to contribute the 2011-12 reallocation funds in the amount of \$50,000, for a total contribution of \$172,070 from reallocation funds towards the 2011-12 budget deficits.

7. The Association agrees to contribute its remaining share of the 2009-10 employee contribution credit of \$31,157 towards the 2011-2012 budget deficit.

8. The Association agrees to contribute its savings from the two furlough days in the amount of \$126,378 taken in 2010-2011 for towards 2011-2012 budget deficit.

9. The Association agrees that for ~~2010-11~~¹¹⁻¹² it shall take a total of four (4) unpaid "furlough" days, generating a savings of \$251,528. These four (4) unpaid days shall be taken on December 16, 19, 20, and 21, 2011. ~~and January 6, 2012. GCC Police Department and Child Development Center personnel shall schedule their four (4) unpaid furlough days on alternate dates with~~

Revised 10-24-2011

supervisor approval. All furlough days shall be taken by June 30, 2012. If the District determines a need to maintain critical services on a scheduled furlough day, ~~Any the Bargaining Unit member, who is assigned to work on any of the scheduled furlough days,~~ shall take an alternate furlough day(s) to be scheduled with the mutual agreement of the employee and the supervisor. All furlough days shall be taken by June 30, 2012. One half-day furlough pay deduction will be taken out of each month from November 2011 through June 2012.

10. For the duration of this agreement, if the estimated budget deficit of ~~\$3,542,411~~ \$3,152,411 changes, the Association and the District agree to reopen negotiations on salary. ~~and the Association agrees to contribute or receive its proportional share of any budget deficit or surplus.~~ In addition, the Association reserves the right to audit the final financial reports reflecting the projected budget numbers as presented on the September 19, 2011 spreadsheet.

This Tentative Agreement is subject to ratification/adoption by both parties.

Tentatively agreed to on 10/12/11

FOR THE DISTRICT

Paul Schlorina

FOR THE ASSOCIATION

C. Hofer
Michael W. Jones
J. Levine
Ken Burch
Harold Linn

