

IMPERIAL COMMUNITY COLLEGE DISTRICT

MEMORANDUM OF UNDERSTANDING AGREEMENT BETWEEN
IMPERIAL COMMUNITY COLLEGE DISTRICT AND CALIFORNIA SCHOOL
EMPLOYEE ASSOCIATION AND IT'S IMPERIAL COMMUNITY COLLEGE
CHAPTER #472

This Memorandum of Understanding is entered into between the Imperial Community College District ("District") and the California School Employees Association, Chapter #472 ("CSEA") with reference to the following facts:

The District agrees to pay time and half (1 ½) for classified employees who are asked to work during winter college closure period or spring break college closure period during the 2019/2020 academic year.

During the 2019/2020 academic year winter or spring college closure period, if a classified employee is requested to work more than eight (8) hours in any one day or 40 hours in a week or a holiday or a sixth or seventh consecutive day, the employee will be paid two and a half (2 ½) time pay.

Example: If an employee works a normal shift on a normal work day which is not a holiday or weekend and the shift is 8 hours or less, they will be compensated at 1 ½ times their hourly rate.

If an employee works greater than an 8-hour shift, on a designated holiday or on a sixth or seventh consecutive day (i.e. Weekend) they would receive 2 ½ times their hourly rate.

This agreement is subject to CSEA 610 approval and Board approval. All other previously negotiated terms and conditions shall remain in full force and effect.

Executed this 21st day of November 2019, at Imperial California.

IMPERIAL COMMUNITY
COLLEGE DISTRICT


By 
Clint Dougherty
Chief Human Resources Officer

Date 11/21/19

IMPERIAL VALLEY COLLEGE CSEA CHAPTER #472

By 
Michael BreYette
Senior Labor Relations Representative

Date 11-21-19

By 
Frances Arce-Gomez
Chapter President CSEA

Date 11/21/19