

Memorandum of Understanding
Between the Ventura County Community College District
and the American Federation of College Teachers
AFT Local 1828, AFL-CIO

July 20, 2017

The Ventura County Community College District ("District") and the American Federation of College Teachers AFT Local 1828, AFL-CIO ("AFT") agree as follows:

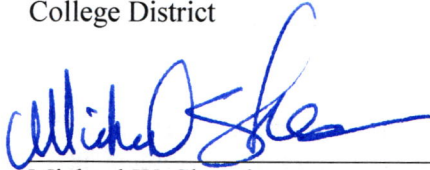
Pursuant to California Government Code sections 3555 to 3559, as amended, the Parties to this Memorandum of Understanding agree as follows:

1. AFT Local 1828 is the exclusive representative to communicate with the District's faculty employees as to rights and obligations of the Collective Bargaining Agreement and the role of the representatives.
2. AFT will be given the opportunity to meet new faculty bargaining unit employees during the new employee orientation meetings conducted by the District.
3. To provide this opportunity, the District will provide ten (10) working days' notice of the orientation unless there is an urgent need to schedule an orientation in less than 10 days.
4. The District will strive to schedule the new faculty orientations on regularly scheduled dates and times during the week to facilitate AFT's opportunity to meet new faculty.
5. AFT agrees to meet the new faculty at the end of the District's orientation. Up to twenty (20) minutes will be allocated to AFT for this purpose. Employees will be advised that the union orientation is a necessary part of the overall orientation.
6. AFT agrees to provide the District with a list of the materials to be provided to the new employee.
7. AFT agrees to use this opportunity solely for the purpose of discussing the faculty member's employment status, rights, benefits, duties, and responsibilities as a member of Local 1828. AFT agrees not to make disparaging comments about the District or its administrators during the orientation meetings. The District will not be present during these meetings.
8. Within thirty (30) days of hiring, the District agrees to provide AFT with the new employee's name, job title, department, work location, work, home address, and personal email address if used for employment purposes.
9. The District will continue to provide comprehensive quarterly reports to AFT bargaining unit members with information regarding all of its members.
10. In the event that format modifications by the District are made to the current orientation process, the Parties to this Agreement will negotiate AFT access under the modified process pursuant to the California Government Code.
11. To assist with further new employee orientation, AFT will be allowed to have a flex activity during Flex Week in the Fall and Spring to provide additional information on such issues as retirement planning, health benefits, unemployment benefits for part-time faculty and other information that will provide both full-time and part-time faculty members with a better understanding of their current benefits and rights. This will be an educational opportunity and AFT will not discuss pending contract negotiations or

engage in any disparaging remarks about the District. This flex activity will be advertised along with other approved Flex activities.

12. This MOU will remain in effect until the next round of successor contract negotiations in 2019, at which point the MOU will become a tentative agreement ("TA") and will be added to the collective bargaining agreement.
13. The parties will evaluate the efficacy of this MOU one year after the date of execution below.

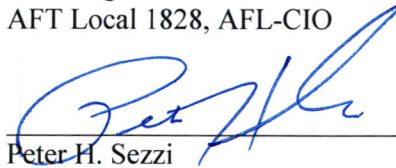
For the Ventura County Community
College District



Michael W. Shanahan
Vice Chancellor, Human Resources

11/28/17
Date

For the Ventura County Federation
of College Teachers
AFT Local 1828, AFL-CIO



Peter H. Sezzi
Chief Negotiator

11.28.17
Date