

Memorandum of Understanding
between
El Camino Community College District
and the
El Camino Classified Employees, Local 6142

This Memorandum of Understanding (MOU) is entered into between the El Camino Community College District (“District”) and the El Camino Classified Employees, Local 6142 (“ECCE”). This MOU is intended to add to the College Calendar Cesar Chavez Day, Juneteenth, and Indigenous Peoples’ Day commencing in FY24/25. This MOU is also signed so that notification is provided to the District’s Academic Calendar Committee of the additional District holidays in order to allow the District’s Calendar Committee to plan and publish the academic calendars for FY24/25 and FY25/26. The updates to the language in Article 14 are mutually agreed upon as shown on the following pages with tracked changes and includes the final version with tracked changes accepted that will be included within the new three-year ECCE collective bargaining agreement.

For the El Camino Classified Employees:

Roy Dietz

Roy Dietz, President
Local 6142, CFT, AFT, AFL-CIO

4/20/23

Date

For the District:

Jane Miyashiro

Jane Miyashiro, Vice President of Human Resources
El Camino Community College District

4/20/2023

Date

ARTICLE 14 - Holidays

The following tentative agreement regarding Article # language changes is agreed.

For the El Camino Classified Employees

By: Roy Dietz
Chief Negotiator

Date: 1/11/2023

For the El Camino College District

By: Jane Miyashiro
Chief Negotiator

Date: 1/11/2023

Section 1. Holiday Calendar.

(a) The District shall provide the paid holidays set forth below to employees. To be eligible for holiday pay, the Employee must be in a paid status at least a portion of the workday immediately preceding or succeeding the holiday. The standard District holidays are as follows:

New Year's Day

Dr. Martin Luther King, Jr. Day

Lincoln's Day

President's Day

Cesar Chavez Day ~~(if approved by the Board of Trustees and added to the College Calendar for any year covered by this Agreement)~~

Memorial Day

Juneteenth

Independence Day

Labor Day

Indigenous Peoples' Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

The District shall provide two (2) additional holidays each year during or in conjunction with the winter recess. These two (2) holidays shall be designated at the time the District Calendar is initially adopted for each year. If the District's Winter Recess closure results in the loss of four (4) work days, the District shall also designate an additional one (1) special holiday

during the Winter Recess. In any event the District shall provide three (3) additional holidays (originally provided in 1994, in lieu of a 1.2% salary increase) in accordance with Article 5, Section 1 (h) & Article 6, Section 1.

(b) Employees who are not normally assigned to duty during the winter recess shall be paid for the holidays provided the employee was in paid status during any portion of the work day of the employee's normal assignment immediately preceding or succeeding the winter recess period.

Section 2. College Holiday.

Any day declared by the President or Governor requiring that the community colleges of this State be closed as a result of a public fast, mourning, thanksgiving or holiday, in accordance with Education Code 79020 and 1318, or any day declared a holiday by the Board of Trustees shall be a paid holiday for all employees. In the event this occurs, the District and ECCE will, at the request of either, negotiate the designated use of such holidaytime.

Section 3. Holiday Pay Computation.

(a) For a full-time employee, a holiday shall be paid on the basis of **their regularly scheduled work hours on the observed day ~~an eight (8) hour work day~~ and at the rate of pay in effect at the time of the holiday. For example, if an employee is scheduled to work twelve (12) hours, the employee would receive 12 hours of holiday pay.**

(b) An employee regularly employed on a part-time assignment shall be entitled to holiday pay on a prorate basis.

Section 4. Scheduling.

When a holiday falls on a Sunday, the following Monday shall be observed as the holiday. When a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday.

Section 5. Pay for Holidays Worked.

(a) When an employee is required to work on a designated holiday, the employee shall be paid compensation, or given compensatory time off, for such work at the rate of time and one-half the employee's regular rate of pay, in addition to regular pay received for all hours worked for the holiday.

(b) If a full-time employee is assigned to a work week other than Monday through Friday and a holiday falls on the employee's scheduled day off, the employee shall be provided with a substitute holiday or shall be paid compensation in the amount that employee would have been entitled had the holiday fallen within the employee's normal workschedule.

(c) If a part time employee works on a holiday, the employee shall be paid in accordance with Section 3 (b) for such holiday.

ARTICLE 14 - Holidays

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- Lincoln's Day
- President's Day
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- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

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