

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"), regarding an alternate work schedule agreement for Dispatchers who work in the Campus Police Department. The purpose of this MOU is to establish a mutually agreed-upon alternate work schedule that meets operational needs within a three-week work cycle amounting to 120 work hours (3 weeks x 40 hours/week). It is the longstanding understanding of the District and ECCE that Dispatchers working this alternate schedule may be assigned one (1) additional 12-hour shift during the third week of the cycle to meet the 120-hour total across three weeks (averaging 40 hours/week). Any hours worked in excess of twelve (12) hours in a single shift shall be compensated at the applicable overtime rate. Additionally, if a Dispatcher works more than forty (40) hours within any single seven (7)-day workweek without being provided a corresponding day off within that same workweek to balance the schedule, the additional hours shall be compensated at the applicable overtime rate. This provision does not eliminate the District's obligation to comply with the Fair Labor Standards Act (FLSA), and all applicable state laws, nor does it diminish an employee's contractual rights to overtime and compensatory time as outlined in the collective bargaining agreement. This alternate work schedule shall apply to all current and future full-time Dispatchers employed by the Campus Police Department, unless otherwise mutually agreed to in writing by ECCE and the District.

Work Schedule Agreement: Staff employees classified as "Dispatchers" who work in the Campus Police Department may be assigned to work the following schedule:

- Week 1: three (3) 12-hour shifts totaling 36 work hours (workweek short by 4 work hours)
- Week 2: three (3) 12-hour shifts totaling 36 work hours (workweek short by 4 work hours)
- Week 3: four (4) 12-hour shifts totaling 48 work hours

Note that Week 3 includes an additional 12-hour shift in comparison to Weeks 1 and 2 to compensate for the 4 hours not worked in Weeks 1 and 2, as well as the 40-hour target for Week 3, bringing the total to 120 hours over the three-week cycle.

This schedule shall not alter the District's obligation to pay overtime for hours worked in excess of forty (40) hours in any single seven (7)-day workweek or twelve (12) hours in a single day.

Any deviations from the three-week work cycle shall be made only by mutual agreement between the Dispatcher and the Chief of Police or designee. All schedule changes must be communicated in writing to the Dispatcher and the ECCE President, with a minimum of ten (10) business days' notice. No Dispatcher shall be required to accept a change to their assigned schedule without mutual agreement. The ECCE President shall be notified in writing within ten (10) business days of any proposed long-term or recurring deviation from the agreed-upon schedule affecting Dispatchers.

Schedule Protections

Dispatchers working under this alternate schedule shall retain all rights under the ECCE Collective Bargaining Agreement. Specifically:

- **Holidays Worked:** In accordance with Article 14, Section 5, Dispatchers required to work on a designated holiday shall be paid compensation, or given compensatory time off, for such work at the

rate of time and one-half the Dispatcher's regular rate of pay, in addition to regular pay received for all hours worked for the holiday.

- Holidays on Scheduled Day Off: If a holiday falls on a Dispatcher's scheduled day off, the Dispatcher shall be provided with a substitute holiday or shall be paid compensation in the amount that the Dispatcher would have been entitled had the holiday fallen within the Dispatcher's normal work schedule.
- Summer Fridays: In accordance with Article 5, Section 1(c), Dispatchers are eligible to participate in the District's modified summer schedule. If operational needs require a Dispatcher to work on a summer Friday, the Dispatcher shall be provided with an alternate day off or compensatory time, to be scheduled by mutual agreement with the Chief of Police or designee.
- District Emergencies: In accordance with Article 22, Section 8(b), Dispatchers who are required by the Chief of Police or designee to remain at work when the Police Department is the area of the campus affected by a local District emergency, such as plumbing and electrical, the Dispatchers will be compensated at one and one-half times their hourly rate in effect at the time they are required to work.

Shift Pay Differential

Dispatchers assigned to the alternative work schedule shall receive shift differential compensation in accordance with Article 6, Section 8 of the ECCE Collective Bargaining Agreement.

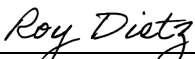
Shift differential shall apply to all qualifying shift assignments as defined and governed by the CBA, and shall be paid in addition to the employee's base hourly rate, overtime, or other premium compensation, as applicable.

Dispatchers who receive a swing or night shift differential premium, shall not suffer a reduction in premium pay if temporarily assigned 20 working days or less to another shift with a lesser premium or no premium, in accordance with Article 6, Section 8(c).

The Parties agree that this MOU is intended to address a specific alternate schedule arrangement for Dispatchers and shall not be construed as establishing a binding precedent, past practice, or standard for any other classifications, units, or future negotiations. The terms of this MOU shall not be cited in future disputes, grievances, or bargaining as evidence of agreement to similar terms beyond its specific application. This agreement shall be reviewed annually. Either party may request to reopen the MOU for modification upon 30 days' written notice. Any alleged violations or misapplication of this agreement shall be subject to the grievance process under Article 25 of the CBA.

By signing below, both Parties acknowledge and agree to the terms outlined above.

For the El Camino Classified Employees:



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

September 8, 2025

Date

For the District:



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

9/8/2025

Date