

**SANTA MONICA COLLEGE  
MEMORANDUM OF UNDERSTANDING**

October 29, 2008

This Memorandum of Understanding is entered into by and between the Santa Monica Community College District (the "District") and the California School Employees Association Chapter 36 ("CSEA") as of this 29<sup>th</sup> day of October 2008.

WHEREAS, Article 8 – Holidays -- of the collective bargaining agreement between the parties provides a list of holidays to be granted to bargaining unit employees;

WHEREAS, Article 8.1.1 further provides that the District provides one additional paid holiday to be called "Cesar Chavez Day" and that for eleven month employees, the Cesar Chavez Day holiday shall be the District flex day in May;

WHEREAS, for the 2008-2009 academic year, the District wishes to move the Flex Day from May to March; and

WHEREAS, the parties have met and conferred over the change;

NOW THEREFORE, in consideration of mutual agreements set forth herein, the parties agree as follows:

1. Notwithstanding the terms of Article 8.1.1 of the collective bargaining agreement in effect between the parties during Academic Year 2008-2009, the Cesar Chavez Day paid holiday for eleven month employees shall be a floating holiday to be taken no later than June 30, 2009.
2. Each 11-month employee shall request the floating holiday by submitting a written request to his/her immediate supervisor with three (3) different date options of their choosing for the Cesar Chavez Day. The supervisor shall have ten (10) business days to accept or deny one of the employee's requested dates.
3. In the event that the immediate supervisor denies all three date options, the written request shall be forwarded to the Office of Human Resources who shall select one of the employee's requested dates.
4. In the event that there are more requests for the same date than can be accommodated by a work group or unit, the desired date shall be granted by seniority among the employees requesting the same date.

This Tentative Agreement shall be supported by both bargaining teams and is subject to ratification/approval by both parties at their first available opportunity.

This Tentative Agreement reached on October 29, 2008.

FOR THE ASSOCIATION:

Bernie Rosenbloom

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

FOR THE DISTRICT:

[Signature]

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_