2011 MOU’S
REQUESTED

2011-01
2011-02
2011-05
2011-06
2011-07
MEMORANDUM OF UNDERSTANDING
NEW/MODIFIED SENIORITY LISTS: SUPERVISED LEARNING ASSISTANCE AND LEARNING SKILLS

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Based on Article 16 B 2, which states,

2. Discipline is defined as a subject or service area as listed in Appendix E. New disciplines may be added to the list by the District. An existing discipline may be divided into more than one discipline or a new discipline may be created for the purpose of adjunct assignment and seniority by the mutual consent of the parties. If a college begins to offer adjunct courses or employ faculty in service areas for which the college does not currently have a seniority list and/or for which a seniority list already exists at another campus (or at multiple campuses), as shown in Appendix E, the college shall begin a seniority list for that (those) subject(s) or service area(s) and notify the parties so that Appendix E is updated.

the parties agree to make the following modifications/additions to Appendix E:

Add Pierce College to the list of colleges with the following seniority lists:

4930.09 Supervised Learning Assistance
4930.72 B Learning Skills English
4939.72 C Learning Skills Mathematics

Justification:
These additions/modifications are changes to Appendix E pursuant to Article 16 B 2.

Dated: April 6, 2011

For the District:
Daniel LaVista
Chancellor

For the AFT:
Joanne Waddell
President
MEMORANDUM OF UNDERSTANDING

VOLUNTARY SUSPENSION OF SENIORITY ASSIGNMENT BY FULLTIME FACULTY COUNTS AS NON-REFUSAL FOR SENIORITY PURPOSES

The Los Angeles Community College District (the “District”) and the American Federation of Teachers College Guild Local 1521 (the “AFT”) agree that the provisions of Article 16, Adjunct Assignments, Retention and Seniority, be temporarily amended such that fulltime faculty may volunteer to forgo their fall or spring seniority assignment(s) without negatively affecting their ongoing right to such assignments. These ongoing assignment rights should not be affected if and only if the faculty member’s decision to forgo them allowed an adjunct faculty member to keep an assignment that he/she might otherwise have lost due to reduction in force—a result of the current historic state budget cuts.

This voluntary forgoing of any extra seniority assignment(s) by fulltime faculty can occur for up to four semesters within the 2011-12 and 2012-13 academic years and shall be credited as though the fulltime faculty member had accepted the seniority assignment(s). That is, the decision to forgo their adjunct assignment(s) shall not be counted as a refusal for the purposes of seniority standing.

Justification:

The State of California is handing down the worst budget cuts to the LACCD in history. Many temporary adjunct faculty will be losing their assignments and/or having them reduced. (In some cases this could also result in losing eligibility for adjunct medical benefits). Fulltime faculty with additional seniority assignments are hereby encouraged to forgo the extra assignments in a goodwill effort to preserve temporary adjunct faculty jobs and medical benefits eligibility. This MOU permits the fulltime faculty member to forgo his/her adjunct seniority assignment(s) without the penalty of its having been counted as a refusal for the purposes of seniority for the 2011-12 and 2012-13 academic years.

Dated: April 6, 2011

For the District:                      For the AFT:

Daniel LaVista                        Joanne Waddell
Chancellor                            President
MEMORANDUM OF UNDERSTANDING
NEW/MODIFIED SENIORITY LISTS: FINE AND APPLIED ARTS

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Based on Article 16 B 2, which states,

2. Discipline is defined as a subject or service area, as listed in Appendix E. New disciplines may be added to the list by the District. An existing discipline may be divided into more than one discipline or a new discipline may be created for the purpose of adjunct assignments and seniority by the mutual consent of the parties. If a college begins to offer adjunct courses or employ faculty in service areas for which the college does not currently have a seniority list and/or for which a seniority list already exists at another campus (or at multiple campuses), as shown in Appendix E, the college shall begin a seniority list for that (those) subject(s) or service area(s) and notify the parties so that Appendix E is updated.

the parties agree to make the following modifications/additions to Appendix E

Add Mission College to the list of colleges with the following seniority list:

| 1002.20 A | Art Ceramics, Sculpture 3D Design |
| 1004.00 C | Music-Piano, Theory, Literature |
| 1007.00  | Theater Arts |
| 1013.01 C | Art (Photography, Graphics) |

Justification:
This addition/modification is a change to Appendix E pursuant to Article 16 B 2.

Dated: 1-9-11

For the District:  
Daniel LaVista
Chancellor

For the AFT:
Joanne Waddell
President
MEMORANDUM OF UNDERSTANDING
NEW/MODIFIED/DELETED SENIORITY LISTS:
GEOLGY, OCEANOGRAPHY, ENVIRONMENTAL SCIENCE

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Based on Article 16 B 2, which states,

2. Discipline is defined as a subject or service area as listed in Appendix E. New disciplines may be added to the list by the District. An existing discipline may be divided into more than one discipline or a new discipline may be created for the purpose of adjunct assignment and seniority by the mutual consent of the parties. If a college begins to offer adjunct courses or employ faculty in service areas for which the college does not currently have a seniority list and/or for which a seniority list already exists at another campus (or at multiple campuses), as shown in Appendix E, the college shall begin a seniority list for that (those) subject(s) or service area(s) and notify the parties so that Appendix E is updated.

the parties agree to make the following modifications/additions to Appendix E:

Add Pierce College, East Los Angeles College and City College to the list of colleges with the following seniority lists:

1914.01 A  Geology
1919.00  Oceanography

Add Pierce College and East Los Angeles College to the list of colleges with the following seniority list:

0301.00  Environmental Science

Add East Los Angeles College to the list of colleges with the following seniority list:

19300.00  Earth Science

Delete the following the seniority list completely from Appendix E:

1914.00B  Geology/Oceanography

Justification:
These additions/modifications are changes to Appendix E pursuant to Article 16 B 2.
Any fulltime faculty that were on the combined Geology/Oceanography list at Pierce and East or on the combined Earth Science list at City will have to decide upon which separate list they wish to remain.

Dated: 12-9-11

For the District:

Daniel LaVista
Chancellor

For the AFT:

Joanne Waddell
President
MEMORANDUM OF UNDERSTANDING
NEW/MODIFIED/DELETED SENIORITY LISTS:
THEATER ARTS, ACTING, AND TECHNICAL THEATER

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Based on Article 16 B 2, which states,

2. Discipline is defined as a subject or service area as listed in Appendix E. New disciplines may be added to the list by the District. An existing discipline may be divided into more than one discipline or a new discipline may be created for the purpose of adjunct assignment and seniority by the mutual consent of the parties. If a college begins to offer adjunct courses or employ faculty in service areas for which the college does not currently have a seniority list and/or for which a seniority list already exists at another campus (or at multiple campuses), as shown in Appendix E, the college shall begin a seniority list for that (those) subject(s) or service area(s) and notify the parties so that Appendix E is updated.

the parties agree to make the following modifications/additions to Appendix E:

Establish the following new seniority lists at Mission College and at City College:

1006.00    Theater Arts, Technical Theater
1007.01    Theater Arts, Acting

Justification:
These additions/modifications are changes to Appendix E pursuant to Article 16 B 2.

Dated: 12-9-11

For the District:
Daniel LaVista
Chancellor

For the AFT:
Joanne Waddell
President
2012 MOU'S REQUESTED

2012 CI-01
2012-01
2012-02
2012-03
2012-04
2012-05
CONTRACT INTERPRETATION

Clarification of the Length of the Term of Office for Adjunct Representatives
Elected in Spring 2011

The Los Angeles Community College District (the "District") and the Los Angeles College
Faculty Guild, AFT Local 1521 agree to the following clarification of Article 17.B.3, the
length of the term of office for Adjunct Department Representatives elected in Spring 2011.

To best facilitate the transition to the 2011-2014 collective bargaining agreement, the
parties agree to clarify Article 17.B.3, as follows:

Adjunct representatives who were elected in Spring 2011 will continue to serve through
June 30, 2012. Adjunct Representatives elected in Spring 2012 will begin their terms July
1, 2012.

In the event that a current Adjunct Representative chooses, through written notification,
not to serve through June 30, 2012, that department will not have a representative until
one is elected and can begin a term of service on July 1, 2012.

Justification:

According to Article 17.B.3 in the 2008-11 CBA, "...the Adjunct Representative will be
elected during the week after census of each spring term... The term of service shall be for
one year, beginning upon election and continuing until the next annual election..."

According to Article 17.B.3 in the 2011-14 CBA, "The term of service shall be for two years,
beginning July 1st and ending June 30th..."

Clarifying that the term of office for current Adjunct Representatives will end on June 30,
2012 ensures continuous adjunct representation through the Spring 2012 semester.

Dated: 1/13/2012

For the District:  For the AFT:

Daniel La Vista  Joanne Waddell
Chancellor  President
MEMORANDUM OF UNDERSTANDING

The Los Angeles Community College District and the American Federation of Teachers College Guild Local 1521 agree that under the provisions of Article 16, Adjunct Assignments, Retention and Seniority, Section C.4, full time permanent faculty who had established seniority in multiple disciplines prior to the Fall 2001 shall retain their seniority rights prior to Fall 2001.

It should be noted that after Fall 2001, permanent and probationary faculty may only earn seniority in only one discipline at the same college.

Justification:

One of the goals of the recent collective bargaining agreement negotiations was to restructure and improve Article 16. In this effort, the negotiation teams inadvertently omitted the following language:

2008-2011 Agreement
16.A.3: In addition, beginning Fall 2001, notwithstanding any other provision of this article, no permanent or probationary faculty member shall be entitled to have his or her name added to a seniority list if that addition would result in the faculty member acquiring seniority for more than one assignment at a college.

It is the intent of the parties that the above seniorities be retained.

Dated: April 13, 2012

For the District: For the AFT:

Daniel LaVista Joanne Waddell
Chancellor President

7/6/2012
MEMORANDUM OF UNDERSTANDING
NEW/MODIFIED/DELETED SENIORITY LISTS:
THEATER ARTS, ACTING, AND TECHNICAL THEATER

The Los Angeles Community College District (the "District") and the America Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Based on Article 16.B.3, which states,

3. An existing discipline seniority list may be divided into more than one discipline list or a new discipline list may be created for the purpose of adjunct rate assignment and seniority by the mutual consent of the parties. If a college begins to offer adjunct rate assignments for which the college does not currently have a seniority list and/or for which a seniority list already exists at another college (or at multiple colleges), as shown in Appendix E, the college shall begin a seniority list for those faculty service areas and notify the parties so that Appendix E can be updated.

The parties agree to make the following modifications/additions to Appendix E:

Establish the following new seniority list at West Los Angeles College:

2105.01 Crime Analyst

Justification:
These additions/modifications are changes to Appendix E pursuant to Article 16.B.3.

Dated: _____________

For the District:  For the AFT:

[Signature]
Daniel LaVista Joanne Waddell
Chancellor President

7/6/2012
MEMORANDUM OF UNDERSTANDING

The Los Angeles Community College District and the American Federation of Teachers College Guild Local 1521 agree that under the provisions of Article 16, Adjunct Assignments, Retention and Seniority, colleges may create integrated seniority lists in disciplines that offer courses or specialized counseling areas which require additional training, coursework, demonstrated special expertise, or certification in order to teach the course.

Faculty teaching hourly who are on a seniority list will continue to be assigned in seniority order as described in Article 16. Faculty who have completed the required training, coursework, or certification will have a designation on the seniority list. Only instructors with such designations shall be offered the corresponding course(s). If the faculty member so designated declines the assignment, that decline is counted as a refusal for the purposes of calculating seniority as described in Article 16. Should a faculty member no longer desire to teach the designated course(s) or have an assignment in a specialized counseling area, he/she may request in writing that such designation be removed from the seniority list. The request to change one’s designation will be effective the next term and declining designated assignments in the next and subsequent terms will not be counted as a refusal. The designation can be reinstated by written request of the faculty member, effective the next term.

Justification:

There are certain courses offered in the District which require that faculty undergo additional training, coursework, or obtain certification in order to teach course or have an assignment in a specialized counseling area. Allowing for an integrated seniority list which will designate which faculty have obtained the additional training, coursework, or certification will facilitate the offers of assignment while maintaining adjunct assignment rights under the provisions of Article 16.

Dated: May 2, 2012

For the District: 
Daniel LaVista
Chancellor

For the AFT: 
Joanne Waddell
President

7/16/2012
MEMORANDUM OF UNDERSTANDING—NOTIFICATION
NEW/MODIFIED SENIORITY LISTS—AGRICULTURE/ASL

The Los Angeles Community College District (the "District") and the American Federation of Teachers College Guild Local 1521 (the "AFT") agree to the following:

Based on Article 16 B 3, which states,

2. Discipline is defined as a subject or service area as listed in Appendix E. New disciplines may be added to the list by the District. An existing discipline may be divided into more than one discipline or a new discipline may be created for the purpose of adjunct assignment and seniority by the mutual consent of the parties. If a college begins to offer adjunct courses or employ faculty in service areas for which the college does not currently have a seniority list and/or for which a seniority list already exists at another campus (or at multiple campuses), as shown in Appendix E, the college shall begin a seniority list for that (those) subject(s) or service area(s) and notify the parties so that Appendix E is updated.

the parties agree to make the following modifications to Appendix E:

Establishment the following new seniority lists at Pierce College:
0109.10 Landscape Design and Maintenance
0109.20 Floriculture/Floristry
0102.10 General Animal Science
0850.10 American Sign Language Interpreting

Change:
0102.00 Animal Science to 0102.00 Animal Husbandry

Justification:
These additions/modifications are routine changes to Appendix E pursuant to Article 16 B 3 and this MOU constitutes the notification of the parties. Pierce will been offering these courses as adjunct assignments starting in the Spring 2013 semester.

Dated: ____________

For the District: 

For the AFT: 

Daniel LaVista
Chancellor

Joanne Waddell
President
MEMORANDUM OF UNDERSTANDING

The Los Angeles Community College District and the American Federation of Teachers College Guild Local 1521 agree that under the provisions of Article 16, Adjunct Assignments, Retention and Seniority, faculty seniority rights will not be adversely affected by the implementation of AB 340, the California Public Employees’ Pension Reform Act of 2013 which will go into effect on January 1, 2013.

Additionally, the eligibility for assignment to an intersession immediately after retirement, as stipulated in Art 15 C 4, will be postponed to the next subsequent corresponding intersession, subject to the availability of an assignment and placement of the retiree on the intersession priority list.

Beginning January 1, 2013 retirees on a seniority list will not be adversely affected by AB 340. Throughout the 180-day “sit-out” period, seniority lists will reflect a Withdrawal (“W”), which will not negatively affect a retiree’s seniority rights. The “sit-out” period will not count as a “Refusal” in determining seniority rights.

Justification:

One of the provisions of AB 340 is a $0 earnings limit during first 180 days of retirement, regardless of age. This post-retirement employment limit will apply to current actives who retire on or after January 1, 2013, or new members after January 1, 2013. This limit will require a STRS member to “sit out” for the first 180-days of retirement before a retiree could be compensated for his/her work in an STRS environment.

In complying with the provisions with AB 340, the parties will ensure that seniority rights and intersession eligibility for retiring faculty are not adversely affected.

Dated: November 13, 2012

For the District:  

[Signature]
Daniel LaVista
Chancellor

For the AFT:

[Signature]
Joanne Waddell
President
2013 MOU'S REQUESTED

2013-01
MEMORANDUM OF UNDERSTANDING
NEW/MODIFIED SENIORITY LISTS

The Los Angeles Community College District (the “District”) and the American Federation of Teachers College
Guild Local 1521 (the “AFT”) agree to the following:

Based on Article 16.B.3, which states,
3. An existing discipline seniority list may be divided into more than one discipline list or a new
discipline list may be created for the purpose of adjunct rate assignment and seniority by the mutual
consent of the parties. If a college begins to offer adjunct rate assignments for which the college does
not currently have a seniority list and/or for which a seniority list already exists at another college
(or at multiple colleges), as shown in Appendix E, the college shall begin a seniority list for those
faculty service areas and notify the parties so that Appendix E can be updated.

The parties agree to make the following modifications/additions to Appendix E:

I. Update the existing seniority lists to include Los Angeles Trade-Technical College:

0301.00  Environmental Science
0403.00  Microbiology
0506.00B Management & Supervision
0514.00A Computer App Ofc Technology
0514.00B Word Processing
0606.00  Public Relations
0946.00  Process Plant Technology
0953.00  Drafting
1102.00  French
1230.11  Nursing, Registered
1402.00  Paralegal Studies
1601.00  Library Science
4930.72F Non-Credit Basic Skills (English)
4930.72G Non-Credit Basic Skills (Math)
4930.82  Non-Credit ESL (Survival Level)
4930.90  ESL Civics

II. Establishment the following new seniority lists at Los Angeles Trade-Technical College:

0614.00  Digital Media
1013.02  Sign Graphics

Justification:

These additions/modifications are changes to Appendix E pursuant to Article 16.B.3.

Dated:  2-21-13

For the District:  

For the AFT:

Daniel LaVista  Joanne Waddell
Chancellor  President