

Tentative Agreement
by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

ARTICLE XIV
EFFECT OF AGREEMENT

Section 1. Entire Agreement

This Agreement constitutes a bilateral and binding agreement by and between the Guild and the District and is entered into pursuant to Government Code Sections 3540-3549.3. ~~This Agreement is the parties' entire agreement and is to cover all matters relating to wages, hours and all other terms and conditions of employment. The parties hereto acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.~~

This Agreement specifically supersedes all prior written Agreements entered into between the Guild and District.

Therefore, ~~the~~ **For the duration of this Agreement, the** District and the Guild, ~~for the life of this Agreement,~~ each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 2. Separability Severability and Savings

Should any **portion** part of this Agreement ~~or any provisions herein contained~~ be rendered or declared invalid by reason of any existing or subsequently enacted **laws or regulations** legislation, or by **decision** ~~decree~~ of any court of competent jurisdiction, such invalidation of ~~such part or a~~ portion of this Agreement shall not invalidate the remaining portions hereof. Remaining **portions** parts or provisions **of the Agreement** shall remain in full force and effect.

If any such a judicial decision or change in law(s) or regulation(s) occurs, as set forth in the preceding paragraph, the Guild and District parties hereto shall, upon request by either party and within ten (10) working days, commence negotiations, meeting and negotiating with respect to the means of compliance therewith.

Section 3. Revisions

This Agreement may be amended by the parties hereto pursuant to reopen negotiations (Article XV). Also, if the parties hereto The Guild and District, may at any time mutually decide negotiate to amend revisions to this Agreement with a Side Letter, they may do so by a jointly executed written amendment, and such an amendment A mutually negotiated Side Letter shall be binding upon the District and Guild. employees.

Section 4. Retention of Official Agreement

The District shall maintain retain the official copy of the Agreement contract. The Chief Human Resources Officer shall be responsible for maintaining an up-to-date version of the contract on the District's website at www.glendale.edu/employment. The Chief Human Resources Officer shall review negotiated revisions to the Agreement with the Guild chief negotiator, and upon mutual agreement, update the Agreement and post an updated version of the Agreement on the District's website. All amendments and or revisions shall be entered into the online contract within five working days of the ratification by the Guild and the Board of Trustees. The Chief Human Resources Officer shall immediately inform the Guild office whenever a change is made to the official copy of the contract.

DATE: May 17, 2021



Caroline DePiro, Chief Negotiator

Glendale College Guild



Victoria Simmons, Chief Negotiator

Glendale Community College District