

MEMORANDUM OF UNDERSTANDING
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS GLENDALE COMMUNITY COLLEGE CHAPTER #76
and the
GLENDALE COMMUNITY COLLEGE DISTRICT

The following Memorandum of Understanding (MOU) reflects the agreement of the California School Employees Association and its Glendale Community College Chapter #76 (hereinafter "CSEA") and the Glendale Community College District (hereinafter "District") regarding the following:

The widespread wildfires across the local region have caused unprecedented devastation to the entire Glendale Community College ("GCC") community. In response, CSEA and the District agree:

1. **The District is immediately establishing District-paid Fire Emergency Leave (FEL): dedicated leave to support GCC employees recovering from the impact of the January 2025 local wildfires.** This emergency leave shall be available for the following purposes:
 - a. To cover leave taken by bargaining unit employees who reported or were known by the District to be unable to work remotely for any reason during the campus closure from January 8 to 14, 2025.
 - b. To cover additional absences taken by a bargaining unit employee who is determined by the District to be eligible for extended District-paid FEL for covered reasons as outlined below.
 - i. For an employee to recover from the loss of their primary residence to the local wildfires.
 - ii. For an employee who is prohibited from returning to their primary residence due to evacuation requirements.
 - iii. For an employee to address fire-related damage to their primary residence.
 - iv. For an employee to provide shelter or caretaking to individuals who were displaced from fire-impacted areas.
 - v. For parents or guardians of children whose school or childcare facility remains closed for fire-related reasons.
 - c. Total FEL available to each bargaining unit employee shall not exceed thirty (30) total working days. FEL shall be applied in full-day increments on a date of covered absence equal to the number of hours an employee was/is assigned to work on the absence date.

- d. FEL may be taken by an eligible employee on non-consecutive days for covered reasons described in Section 1b of this MOU. **All leave taken under FEL must be completed no later than April 11, 2025.**
 - e. FEL is specifically established for the event covered in this MOU and shall not be deemed as precedent-setting.
2. Bargaining unit employees shall apply to establish eligibility to take FEL beyond January 14, 2025 utilizing this form (<https://glendale.wufoo.com/forms/impacted-gcc-stafffacultyadministrators-form/>). **All forms must be submitted by February 10, 2025.** The District shall make the determination on an employee's eligibility within 2 business days of submission.
 3. The above agreements shall not preclude the appropriate use of other kinds of leave enumerated in the CBA.

This Memorandum of Understanding shall be effective upon signing, review, and ratification by CSEA (if required by CSEA policy) and adoption by the District Board of Trustees and shall be implemented according to the terms above.

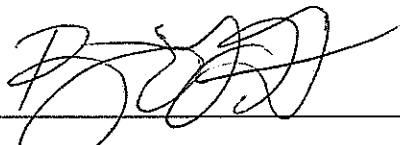
Date of Agreement: January 15, 2025

California School Employees Association
and its Glendale Community College
Chapter #76

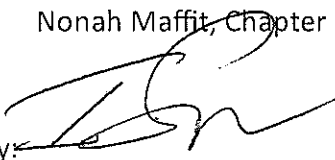
Glendale Community College District

By: 

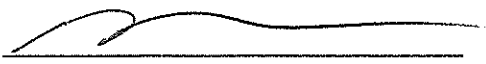
Nonah Maffit, Chapter President

By: 

Brittany Grice, Vice President


By: _____
Irina Shumakova, Chief Negotiator

Human Resources

By: 

Matthew Korn, Labor Relations
Representative