

Memorandum of Understanding
between
El Camino Community College District
and the
El Camino College Police Officers Association

RE: Article 5, Section 3 (Work Schedules)

This Memorandum of Understanding (MOU) is entered into between the El Camino Community College District (“District”) and the El Camino College Police Officers Association (“POA”) with regards to an amendment to Article 5 (Hours of Service), Section 3 (Work Schedules), item c.(4) of the current POA Collective Bargaining Agreement dated December 1, 2021 through November 30, 2024. It is mutually agreed effective **June 16, 2023**, the following changes will apply:

Section 3. Work Schedules

Article 5,
Section
3.c. (4)
with
tracked
changes
in red

- c. (4) A minimum of ~~twelve (12)~~ **six (6)** officers at El Camino College District is required for the 3 consecutive 12-hour day schedules to be in effect. ~~The Work schedules may also include revert to either~~ 4 consecutive 10-hour days or 5 consecutive 8-hour days ~~until the minimum number of officers is reached once again.~~ If staffing levels ~~fall a reduction~~ below the ~~six (6) officer~~ minimum necessary to maintain the 3/12 schedule ~~occurs~~ and if the District chooses to revert to a schedule other than ~~the 3/12,~~ ~~a shift bid will be posted immediately and officers will have 5 days to bid~~ then the work schedule may include 4 consecutive 10-hour days or 5 consecutive 8-hour days. Such changes shall be implemented at the next scheduled shift rotation. ~~The 3/12, 4/10, and 5/8 work schedules are all paid at straight time.~~ In the event this is necessary, the ECCPOA will assist the District to coordinate a smooth transition.

Section 3. Work Schedules

Article 5,
Section
3.c. (4)
with
tracked
changes
accepted

- c. (4) A minimum of six (6) officers at El Camino College District is required for the 3 consecutive 12-hour day schedules to be in effect. Work schedules may also include 4 consecutive 10-hour days or 5 consecutive 8-hour days. If staffing levels fall below the six (6) officer minimum necessary to maintain the 3/12 schedule and if the District chooses to revert to a schedule other than the 3/12, then the work schedule may include 4 consecutive 10-hour days or 5 consecutive 8-hour days. Such changes shall be implemented at the next scheduled shift rotation. The 3/12, 4/10, and 5/8 work schedules are all paid at straight time. In the event this is necessary, the ECCPOA will assist the District to coordinate a smooth transition.

For the POA:

FRANCISCO ESQUEDA

Francisco Esqueda
El Camino College POA

6/15/2023

Date

For the District:

Jane Miyashiro

Jane Miyashiro
El Camino Community College District

6/13/2023

Date