

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
EL CAMINO COMMUNITY COLLEGE DISTRICT
AND THE
EL CAMINO CLASSIFIED EMPLOYEES, AFT LOCAL #6142**

July 30, 2025

**ACADEMIC AFFAIRS, STUDENT SERVICES, AND
ANY OTHER RELATED CAMPUS RESTRUCTURING**

This Memorandum of Understanding (“MOU”) is entered into by and between the EL CAMINO COMMUNITY COLLEGE DISTRICT (“District”) and the EL CAMINO CLASSIFIED EMPLOYEES, AFT Local #6142 (“ECCE”), collectively referred to as “the parties”, and memorializes agreements between the parties regarding the Academic Affairs, Student Services, and other related campus restructuring.

The parties hereby agree that the following provisions shall be in effect immediately:

1. ECCE shall have one (1) union officer present on the Academic Affairs and Student Services Restructuring Workgroup and any other related campus restructuring workgroups moving forward.
2. The District shall provide ECCE with a minimum of thirty (30) calendar days’ notice prior to implementing any changes that may affect working conditions, job duties, or bargaining unit structure as a result of the restructuring.
3. The parties hereby recognize that determinations from the Academic Affairs and Student Services Restructuring Workgroup or any other related campus restructuring workgroup on any item that is negotiable are recommendations and shall not be binding on the District or ECCE and must be bargained by the parties to the extent required by law.
4. The parties acknowledge that all applicable decisions and impacts and effects associated with the restructuring shall be bargained by the parties’ negotiations team in accordance with law.
5. Should an outside consultant firm be selected to conduct a classification and compensation analysis related to the Academic Affairs and Student Services restructuring or any other related campus restructuring impacting unit member, the consultant selection must be mutually agreed upon between the parties.
6. If a classification and compensation study is needed due to the restructuring, the parties shall mutually agree on the criteria used to do these analyses. The parties shall continue to use the current Board-approved job descriptions until the classification and compensation analysis is completed and implemented.
7. Any bargaining unit member assigned duties outside their current classification as a result of interim restructuring responsibilities shall receive out-of-class pay per Article 6.

8. The parties agree that ECCE bargaining unit members who are restructured into a higher or lower range shall be placed on the step in the new grade that is closest to their current salary without any loss in compensation. Prior to any reclassification or classification changes resulting from the restructuring, the District shall provide ECCE and the affected employee(s) with written notice detailing the rationale for the change, the proposed placement, and any changes in salary or duties. ECCE shall have the right to respond or object within ten (10) working days.
9. A bargaining unit member who has concerns regarding assigned workload as a result of the restructuring shall bring their concerns to their supervisors. If a supervisor identifies a workload issue, the supervisors shall respond in writing with proposed corrective measures. Bargaining unit members may contact Human Resources regarding workload issues, after the unit member has discussed the issue with their supervisor. Upon receipt of a workload concern, Human Resources and ECCE shall meet with the unit member and their immediate supervisor within fifteen (15) working days to find a resolution. The parties hereby acknowledge bargaining unit members shall perform their work assignments as outlined in their position classification within their scheduled work hours, including duty free rest and meal periods and that the District shall direct, prioritize workload and the distribution of work.
10. If a bargaining unit member disagrees with the outcome of a workload concern presented or any aspect of the restructuring affecting them directly (e.g., reclassification, transfer), they may request a review panel with ECCE and Human Resources. This request must be honored within ten (10) working days.
11. No ECCE bargaining unit work shall be transferred into another bargaining unit because of the restructuring.
12. No bargaining unit member shall be involuntarily transferred, reassigned, or relocated without prior consultation with ECCE and a written rationale. The employee shall have the right to respond. The employee and/or ECCE may grieve such a change in accordance with the CBA if this step is not followed.
13. The parties acknowledge that all other laws and Collective Bargaining Agreement (CBA) terms that are not altered by any provision of this MOU shall remain in effect and applicable.

This MOU shall remain in effect until the restructuring is fully implemented or until June 30, 2026, whichever occurs first, unless extended or modified by mutual agreement of the parties in writing.

Jane Miyashiro 7/30/2025
Signature Date
Jane Miyashiro
District Vice President, Human Resources

Roy Dietz 7/31/2025
Signature Date
Roy Dietz
ECCE/AFT #6142 President