

MEMORANDUM OF UNDERSTANDING

New Employee Orientation

12/11/19

This Memorandum of Understanding is entered into by and between the Victor Valley Community College District (hereinafter "District" and the VVC Part Time Faculty United, American Federation of Teachers (AFL-CIO) Local 6286 (hereinafter "AFT")

WHEREAS, the bargaining representatives of the District and the AFT have met and negotiated in good faith to discuss New Employee Orientation;

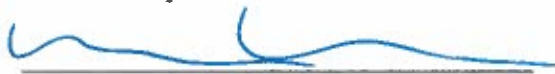
WHEREAS, the District is in the process of developing a new onboarding system which can be reflected in future collective bargaining agreements regarding new Part-Time Faculty orientation.


NOW THEREFORE, the District and the AFT have reached the following agreement for the Spring 2020 orientation (only):


1. All newly hired part-time faculty in the Victor Valley Community College District shall be encouraged to attend the spring District Orientation for Part-Time Faculty.
2. Part-Time Faculty attending the spring District Orientation shall receive three (3) hours pay for attendance.
3. The Federation shall be allowed a maximum of forty-five (45) minutes at the beginning of the agenda for Part-Time Faculty Orientation to allow for presentation regarding employment rights and union membership.
4. The District shall provide at least ten (10) days advance notice, when possible of Part-Time Faculty orientations to the Federation.
5. The Federation presentation shall be included on the District's orientation agenda.
6. No representatives from management or staff shall be present during the Federation presentation.
7. The Federation shall be allowed to present written materials, including a membership authorization form, during their presentation.
8. The District shall provide the following information, regarding newly hired Part-Time Faculty, within 30 days of their date of hire:
 - a) Name b) job title c) department d) courses of instruction e) work location f) work, home and personal cellular telephone number g) personal email address h) home address i) units taught each semester including intersession(s)


9. The District shall provide an updated version of the information outlined above in item 8 for all bargaining unit members every 120 days or as requested by the Federation.

District Representatives









AFT Local 6286 Representatives

