

**Tentative Agreement between Yuba Community College District and
California Schools Employees Association #283
Memorandum of Understanding
Furlough Days**

This Memorandum of Understanding is written to outline the provisions of the classified salary reduction program for the period of February 1, 2010 through June 30, 2010. The purpose of the program is to develop reductions in classified salaries so that any and all savings shall be applied to recalling positions currently on the lay-off list as well as preserving any future positions which may be reduced due to future budget reductions.

It is the agreed desire of the Yuba Community College District (the District) and the California School Employee Association Chapter #283 (the Association) to retain all current services provided to the Students and the Community of Yuba Community College District.

Contingent upon the District reducing the current reserves of seven (7) percent of the adopted 2009-2010 Yuba Community College District Budget to six (6) percent of the adopted District Budget the Association agrees to modify the existing collective bargaining agreement between the parties to include four (4) mutually agreed upon furlough days for all classified employees covered by the YCCD and CSEA collective bargaining agreement.

Of the four (4) mutually agreed upon furlough days, the District and CSEA agree that two (2) days will be put into effect on prescribed dates as follows:

March 29, 2010
March 30, 2010

The two (2) remaining furlough days will be "rolling" furlough days. The classified employee may select, at their discretion, preferable dates to utilize the two (2) "rolling" furlough days. These days are subject to management approval and shall be requested fourteen (14) days in advance. The "rolling" furlough days shall be scheduled by the classified employee no later than April 30, 2010 and shall be taken between the dates of February 1, 2010 and June 3, 2010. If the classified employee does not schedule the two (2) remaining "rolling" furlough days by April 30, 2010, the direct supervisor shall schedule the employee for these dates at the discretion of the manager. The classified employee shall record the "rolling" furlough days on the District Leave Request/Report of Absence form (for record keeping use only) once the days have been taken.

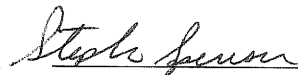
The regular monthly salary for each classified employee, covered by the collective bargaining agreement, shall be modified to reflect a deduction of four (4) days over the five (5) month period between February 2010 and June 2010, regardless of the actual date that furlough days are taken. In that way, each employee will experience a reduction in pay equivalent to four (4) days based on their FTE divided by five (5) equal deductions.

All funds realized by this Agreement are for the purpose of retaining Classified positions, and shall be expended towards recall of laid-off classified positions or to mitigate reduction of classified positions.

The District will maintain a complete and accurate accounting of all funds realized for the purpose of maintaining Classified Positions.

This agreement is between the District and the Association with no prejudice or pressure towards any other Bargaining Unit to participate in similar agreements.


District Date

 12/17/09
CSEA Date