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**Memorandum of Understanding
Cerritos Community College District and the
Cerritos College Faculty Federation, AFT Local 6215**

**July 20, 2021
Juneteenth Holiday Impacts**

8 This Memorandum of Understanding (“MOU”) is intended to address the effect on the Cerritos College
9 District over immediate concerns relating to the Federal recognition and implementation of a new holiday,
10 Juneteenth, that was signed into law by President Joe Biden on Thursday, June 17, 2021.

11
12 The Cerritos Community College District (“District”) and the Cerritos College Faculty Federation, Local
13 6215 (“Federation”), herein collectively referred to as the “Parties,” agree as follows:

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15 (1) Faculty will assist students in mitigating any potential negative effects caused by the short notice
16 of Federal action, and recognition of the Juneteenth holiday shall not limit or reduce student
17 contact hours required for successful course completion.
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- 19 (2) Faculty who were assigned to perform instructional or non-instructional services for the District
20 on the date of observance for Juneteenth, and who actually held their existing class section or
21 performed non-instructional duties on June 18, 2021, shall receive payment of an additional
22 stipend equivalent to 50% of their hourly rate for each hour in service on June 18, 2021.
23
- 24 (a) Payment pursuant to this section shall become due and payable in the first payroll
25 period occurring within forty-five (45) days of approval of this MOU.
26
- 27 (b) The District may request documentation confirming performance of service on
28 June 18, 2021, to verify eligibility for the stipend.
29
- 30 (c) This MOU does not modify the base overload or part-time hourly rate established
31 under Articles 4.2.4.b of the 2018-2021 CCFF Agreement.
32
- 33 (d) Office hours that were scheduled and actually held, in accordance with Article 14.2
34 of the 2018-2021 CCFF Agreement, shall qualify for the stipend.
35
- 36 (e) Department Chairs who have agreed to work in the summer and who have
37 accepted a summer stipend per Article 11 shall not qualify for the stipend.
38
- 39 (3) Faculty who were assigned to perform services for the District on the date of observance for
40 Juneteenth, and who cancelled or postponed those services in observance of the holiday, shall
41 make up assigned hours in consultation with their Dean and responsible Vice President.
42
- 43 (4) This MOU shall be non-precedential, and shall not establish or support any claim of “past
44 practice.” Further, except where expressly indicated herein, this MOU shall not abrogate the terms
45 and conditions of the Parties 2018-2021 Collective Bargaining Agreement, nor establish any
46 continuing recognition of the Juneteenth holiday.
47
- 48 (5) The Parties intend this MOU to settle all impacts and effects related to the sudden implementation
49 of the Juneteenth Holiday. The Parties agree and understand that this MOU shall expire and have
50 no further effect on June 30, 2021, or the next pay period in which compensation may be granted
51 under this MOU, whichever occurs later.

52 This MOU shall not become effective unless and until it is ratified by CCFF and approved by the Board
53 of Trustees.

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Adriana Flores-Church (Aug 2, 2021 10:22 PDT)

Aug 2, 2021

58 Dr. Adriana Flores-Church, VP Human Resources

Date

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Aug 2, 2021

Dr. Lynn Wang, CCFF President

Date









Dist-Prop-MOU-Juneteenth 2021-06-18-fin

Final Audit Report

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