



MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (MOU) is entered into by and between the Mt. San Antonio Community College District (District), and California School Employees Association and its Mt. San Antonio College Blue Chapter 651 (CSEA).

Intent: To align CSEA 651 bylaws with current participation practices in negotiations.

The District and CSEA have agreed as follows:

Article 5 – Rights of the Association

I. Release Time for Negotiations

CSEA 651 shall have the right to designate five ~~six~~ (5~~6~~) employees to participate in collective bargaining contract negotiations. Negotiations shall be conducted at times agreeable to both parties. CSEA 651 negotiating team members/alternates shall notify their immediate managers of their participation and, as soon as available, provide a schedule of dates and times of sessions. CSEA will designate alternates to participate in negotiations in the absence of a team member.

K. Release Time for Negotiations Preparation

The District shall grant thirty (30) minutes of paid release time for everyone (1) hour of scheduled negotiations for the five ~~six~~ (5~~6~~) official negotiating team members and one (1) alternate for CSEA 651. Upon request in writing or email, in advance, the District may grant additional release time for the chief negotiator or designee(s) if language or additional research is needed to prepare for the next negotiation session. CSEA 651 negotiating team members shall inform their immediate managers of their participation and, as soon as available, provide a schedule of dates and times of meetings.



This MOU will be rolled into the contract at the end of the 2026-27 negotiation cycle.

ACCEPTED AND AGREED TO:

FOR THE DISTRICT

Martha Garcia

Martha Garcia (Apr 1, 2026 17:37:24 PDT)

Dr Martha Garcia, President/CEO

04/01/2026

Date

FOR CSEA 651

George Gutierrez

George Gutierrez (Mar 26, 2026 07:22:00 PDT)

George Gutierrez, CSEA 651 Negotiations Chair

03/26/2026

Date

Pete Tayag

Peter Tayag (Mar 26, 2026 11:17:21 PDT)

Pete Tayag, CSEA 651 Negotiations Co-Chair

03/26/2026

Date

Nate Garcia

Nate Garcia, CSEA Labor Representative

03/26/2026

Date