

1 **MEMORANDUM OF UNDERSTANDING**

2 New Employee Orientation

3 January 26, 2023

4
5 This Memorandum of Understanding is entered into by and between the Victor Valley Community
6 College District (hereinafter "District" and the VVC Part Time Faculty United, American Federation
7 of Teachers (AFL-CIO) Local 6286 (hereinafter "AFT").

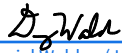
8
9 WHEREAS, the bargaining representatives of the District and the AFT have met and negotiated
10 in good faith to discuss New Employee Orientation; and


11
12 WHEREAS the District is in the process of finalizing a new onboarding system which can be
13 reflected in future collective bargaining agreements regarding new Part-Time Faculty Orientation.

14
15 NOW THEREFORE, the District and the AFT have reached the following agreement for the Spring
16 2023 Orientation (only):

- 17
18 1. The Spring 2023 Orientation will be held remotely through Zoom.
- 19
20 2. Part-Time Faculty attending the Fall District Orientation shall receive three (3) hours
21 pay for attendance.
- 22
23 3. The District shall provide at least ten (10) days advance notice, when possible, of Part-
24 Time Faculty orientations to the Federation.
- 25
26 4. The AFT presentation shall be included on the District's orientation agenda.
- 27
28 5. The AFT shall be allowed to establish their own (30) minute Zoom or other remote
29 meeting software event with new Part-Time Faculty hires for a presentation regarding
30 employment rights and union membership. The District and the AFT will coordinate
31 date/time scheduling to ensure that there is no overlap.
- 32
33 6. No representatives from management shall be permitted to log on to, observe or record
34 the AFT presentation.
- 35
36 7. The AFT shall be allowed to present written materials, including a membership
37 authorization form, during their presentation.
- 38
39 8. The District shall provide the following information, regarding newly hired Part-Time
40 Faculty, within 30 days of their date of hire:
- 41
42 a) Name b) job title c) department d) courses of instruction e) work location f) work,
43 home and personal cellular telephone number g) personal email address h) home
44 address
- 45
46 9. The District shall provide an updated version of the information outlined above in item 8
47 for all bargaining unit members every 120 days or as requested by the AFT. (This
48 reporting requirement supersedes current CBA language, which can be modified at a
49 later time.)
- 50

10. The District shall provide the information outlined above in item 8 for any newly hired part-time instructor, hired subsequent to the Fall semester or Fall orientation, within 30 days of their date of hire.


Daniel Walden (Jan 26, 2023 17:08 PST) Date: _____
Dr. Daniel Walden
Superintendent/President, Victor Valley College


April Allen (Jan 26, 2023 14:53 PST) Date: _____
April Allen
President, AFT Local 6286










Prop-MOU New Employee Orientation 2023-Spring-2023-01-26

Final Audit Report

2023-01-27

| | |
|-----------------|--|
| Created: | 2023-01-26 |
| By: | Randy Erickson (rerickson@ericksonlaw.com) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAA-xMtJNefzVZfIGoRsp3tE4J29E2pqY9Y |

"Prop-MOU New Employee Orientation 2023-Spring-2023-01-26" History

-  Document created by Randy Erickson (rerickson@ericksonlaw.com)
2023-01-26 - 10:33:01 PM GMT
-  Document emailed to april.allen@vvc.edu for signature
2023-01-26 - 10:34:23 PM GMT
-  Email viewed by april.allen@vvc.edu
2023-01-26 - 10:52:16 PM GMT
-  Signer april.allen@vvc.edu entered name at signing as April Allen
2023-01-26 - 10:53:00 PM GMT
-  Document e-signed by April Allen (april.allen@vvc.edu)
Signature Date: 2023-01-26 - 10:53:02 PM GMT - Time Source: server
-  Document emailed to Daniel Walden (daniel.walden@vvc.edu) for signature
2023-01-26 - 10:53:03 PM GMT
-  Email viewed by Daniel Walden (daniel.walden@vvc.edu)
2023-01-27 - 1:08:14 AM GMT
-  Document e-signed by Daniel Walden (daniel.walden@vvc.edu)
Signature Date: 2023-01-27 - 1:08:25 AM GMT - Time Source: server
-  Agreement completed.
2023-01-27 - 1:08:25 AM GMT