TO:        Board of Trustees 
FROM:     Dr. Eric Bishop 
DATE:     October 13, 2021 
SUBJECT: Approval of the Memorandum of Understanding between Ohlone Community College District and the California School Employees Association (CSEA) and the Service Employees International Union (SEIU) on COVID-19 Related Working Conditions

The Board of Trustees adopted interim board policy 3507 (Vaccine Mandate) on September 8, 2021. The District negotiated the effects on working conditions of the board policy with CSEA Chapter 490 and SEIU local 1021. The District met with the respective unions and agreed with the procedures on implementing the vaccine mandate that took effect September 30, 2021.

Furthermore, the District was seriously concerned with the rising number of infections in the Bay Area due to the COVID-19 Delta variant. The District negotiated with the respective unions to reduce the density of employees on campus without affecting the services to students and the community on weekdays. The reduction of personnel physically on campus will help reduce the risk of infections on campus and thereby reduce the potential of an outbreak on campus without sacrificing the delivery of in-person services to the students and the community. This MOU is a temporary agreement to address the extraordinary circumstances created by COVID-19.

The District entered into an agreement with CSEA for a hybrid work model that allows employees to work four days on campus and one day remote for positions that has the flexibility to work remotely. Furthermore, the District entered into an agreement with SEIU for an temporary adjustment in work schedule that allows employees to work 4x10 rather than 5x8 depending on the needs of the department considering that SEIU positions cannot work remotely. The temporary agreement is temporary and expires at the end of the 2021 Fall Semester.

The respective unions have approved the MOUs presented to the board for approval.

RECOMMENDATION

The Superintendent/President recommends that the Board of Trustees approves the MOUs with the California School Employees Association (Chapter 490) and the Service Employees International Union (Local 1021).