

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT  
AND

THE PARTICIPATING UNIONS OF THE JOINT LABOR MANAGEMENT COUNCIL  
("JLMBC") COMPOSED AS FOLLOWS: ASSOCIATION OF CLASSIFIED EMPLOYEES,  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, FACULTY ASSOCIATION,  
POLICE OFFICERS ASSOCIATION, AND TEAMSTERS

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District (District) and the following Unions: the Association of Classified Employees (ACE), the California School Employees Association (CSEA), the Faculty Association (FA), the Police Officers Association (POA), and the Teamsters.

This is an addendum to the MOU signed September 29, 2011, between the District and the Unions which define the structure, charge and role the of the JLMBC.

In addition to the responsibilities mentioned in the September 29, 2011, MOU, we add the following:


1. The District reserves the right to make decisions based on policy (both BP and AP) and comply with federal, state and local law and/or mandates. The Board of Trustees delegates its authority to the Chancellor to make administrative and management decisions based on its strategic plan for the District and students.
2. The District agrees to bargain with labor in good faith any negotiable effects of changes to public health policy as applicable under EERA, and any applicable District board policy and administrative procedure or emergency actions. We will focus on issues affecting all bargaining units related to public health in the workplace.
3. Bargaining sessions that include negotiations on the effects of changes public health policy that would affect members of the bargaining groups will also include a qualified public health expert from Santa Clara County Public Health or the State of California Public Health, mutually agreed to between labor and management, to assist the JLMBC to make an informed decision. If the expert requires reasonable compensation for their participation, the District shall bear the reasonable cost.
4. The District shall commit a reasonable level of resources (staff, time and/or funds) to ensure a safe and productive work environment for all stakeholders.


Affirmed on December 1, 2022 by the Voting Members as Follows:

Print Name **Chris White**  
*Association of Classified Employees (ACE)*

Signature 

12/15/2022


Print Name **Stanley Saraos Jr.** Signature  12/15/2022  
*California School Employees Association (CSEA)*

Print Name **jerry fillingim** Signature  12/16/2022  
*California School Employees Association (CSEA)*

Print Name **Amy Edwards** Signature  12/17/2022  
*Faculty Association (FA)*

Print Name **Raymond T. Quan** Signature   
*FHDA District* [Raymond T. Quan \(Jan 9, 2023 17:18 PST\)](#) 01/09/2023

Print Name **Kevin Strauss** Signature   
*Police Officers Association (POA)* [K. Strauss \(Dec 17, 2022 05:49 PST\)](#) 12/17/2022

Print Name **Roland Amit** Signature  01/09/2023  
*Teamsters*












# MOU JLMBC Added Duties 12\_01\_2022(1)


Final Audit Report

2023-01-10

|                 |  |
|-----------------|--|
| Created:        | 2022-12-15                                   |
| By:             | tonthattuan@fhda.edu                         |
| Status:         | Signed                                       |
| Transaction ID: | CBJCHBCAABAATArkIWVf6czcLadmAHvqvyll13BXHSMO |

## "MOU JLMBC Added Duties 12\_01\_2022(1)" History

-  Document created by tonthattuan@fhda.edu  
2022-12-15 - 6:26:13 PM GMT- IP address: 153.18.72.49
-  Document emailed to Chris White (whitechris@fhda.edu) for signature  
2022-12-15 - 6:38:06 PM GMT
-  Email viewed by Chris White (whitechris@fhda.edu)  
2022-12-15 - 6:38:30 PM GMT- IP address: 73.189.188.91
-  Document e-signed by Chris White (whitechris@fhda.edu)  
Signature Date: 2022-12-15 - 6:41:18 PM GMT - Time Source: server- IP address: 73.189.188.91
-  Document emailed to Stanley Saraos (saraosstanley@fhda.edu) for signature  
2022-12-15 - 6:41:20 PM GMT
-  Email viewed by Stanley Saraos (saraosstanley@fhda.edu)  
2022-12-15 - 7:04:09 PM GMT- IP address: 172.226.212.25
-  Document e-signed by Stanley Saraos (saraosstanley@fhda.edu)  
Signature Date: 2022-12-15 - 7:27:50 PM GMT - Time Source: server- IP address: 153.18.73.59
-  Document emailed to Jerry Fillingim (jfillingim@csea.com) for signature  
2022-12-15 - 7:27:52 PM GMT
-  Email viewed by Jerry Fillingim (jfillingim@csea.com)  
2022-12-16 - 2:33:49 PM GMT- IP address: 172.226.212.23
-  Document e-signed by Jerry Fillingim (jfillingim@csea.com)  
Signature Date: 2022-12-17 - 1:10:24 AM GMT - Time Source: server- IP address: 23.93.102.16
-  Document emailed to edwardsamy@fhda.edu for signature  
2022-12-17 - 1:10:26 AM GMT

 Email viewed by edwardsamy@fhda.edu

2022-12-17 - 8:46:56 AM GMT- IP address: 82.55.121.199

 Signer edwardsamy@fhda.edu entered name at signing as Amy Edwards

2022-12-17 - 8:48:39 AM GMT- IP address: 82.55.121.199

 Document e-signed by Amy Edwards (edwardsamy@fhda.edu)

Signature Date: 2022-12-17 - 8:48:41 AM GMT - Time Source: server- IP address: 82.55.121.199

 Document emailed to strausskevin@fhda.edu for signature

2022-12-17 - 8:48:43 AM GMT

 Email viewed by strausskevin@fhda.edu

2022-12-17 - 8:48:57 AM GMT- IP address: 104.28.123.111

 Signer strausskevin@fhda.edu entered name at signing as K. Strauss

2022-12-17 - 1:49:21 PM GMT- IP address: 153.18.73.82

 Document e-signed by K. Strauss (strausskevin@fhda.edu)

Signature Date: 2022-12-17 - 1:49:23 PM GMT - Time Source: server- IP address: 153.18.73.82

 Document emailed to Roland Amit (amitroland@fhda.edu) for signature

2022-12-17 - 1:49:25 PM GMT

 Email viewed by Roland Amit (amitroland@fhda.edu)

2022-12-24 - 10:09:40 PM GMT- IP address: 71.202.223.38

 Email viewed by Roland Amit (amitroland@fhda.edu)


2023-01-09 - 7:45:50 PM GMT- IP address: 153.18.173.121

 Document e-signed by Roland Amit (amitroland@fhda.edu)


Signature Date: 2023-01-09 - 7:46:25 PM GMT - Time Source: server- IP address: 153.18.173.121

 Document emailed to quanray@fhda.edu for signature

2023-01-09 - 7:46:27 PM GMT

 Email viewed by quanray@fhda.edu

2023-01-10 - 1:17:32 AM GMT- IP address: 153.18.73.97

 Signer quanray@fhda.edu entered name at signing as Raymond T. Quan

2023-01-10 - 1:18:43 AM GMT- IP address: 153.18.73.97

 Document e-signed by Raymond T. Quan (quanray@fhda.edu)

Signature Date: 2023-01-10 - 1:18:45 AM GMT - Time Source: server- IP address: 153.18.73.97

 Agreement completed.

2023-01-10 - 1:18:45 AM GMT

