

**MEMORANDUM OF UNDERSTANDING
VOLUNTARY SUSPENSION OF SENIORITY ASSIGNMENT BY FULLTIME FACULTY
COUNTS AS NON-REFUSAL FOR SENIORITY PURPOSES**

The Los Angeles Community College District (the “District”) and the American Federation of Teachers College Guild Local 1521 (the “AFT”) agree that the provisions of Article 16, Adjunct Assignments, Retention and Seniority, be temporarily amended such that fulltime faculty may volunteer to forgo their fall or spring seniority assignment(s) without negatively affecting their ongoing right to such assignments. These ongoing assignment rights should not be affected *if and only if* the faculty member’s decision to forgo them allowed an adjunct faculty member to keep an assignment that he/she might otherwise have lost due to reduction in force—a result of the current historic state budget cuts.

This voluntary forgoing of any extra seniority assignment(s) by fulltime faculty can occur for up to four semesters within the 2009-10 and 2010-11 academic years and shall be credited as though the fulltime faculty member had accepted the seniority assignment(s). That is, the decision to forgo their adjunct assignment(s) shall not be counted as a refusal for the purposes of seniority standing.

Justification:

The State of California is handing down the worst budget cuts to the LACCD in history. Many temporary adjunct faculty will be losing their assignments and/or having them reduced. (In some cases this could also result in losing eligibility for adjunct medical benefits). Fulltime faculty with additional seniority assignments are hereby encouraged to forgo the extra assignments in a goodwill effort to preserve temporary adjunct faculty jobs and medical benefits eligibility. This MOU permits the fulltime faculty member to forgo his/her adjunct seniority assignment(s) without the penalty of its having been counted as a refusal for the purposes of seniority for the 2009-10 and 2010-11 academic years.

Dated:

For the District:

Adriana Barrera
Acting Chancellor

For the AFT:

Carl Friedlander
President