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| MOU #2021- 01 <i>Stipend</i> |
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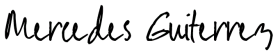
Memorandum of Understanding Regarding Stipend for Remote Workplace Expenses

The Los Angeles Community College District (the "District") and the Los Angeles City and County School Employees Union Local 99, S.E.I.U. (the "Union"), agree to the following terms set forth in this Memorandum of Understanding ("MOU") by which the District will provide compensation to eligible unit members for expenses that they may incur or have incurred as a result of the District's directive to work from their home or another remote workplace as a result of the COVID-19 pandemic. This compensation will be in the form of a one-time stipend to eligible unit members, as follows:

1. The District and the Union agree that expenses incurred by each individual unit member will be difficult to ascertain and may vary from one unit member to another. In lieu of requiring each unit member to provide receipts for reimbursable expenses, the District and the Union agree that uniformly paid stipends will be paid under conditions specified in this MOU.
2. A unit member is eligible for the \$1,000.00 stipend if they were in a paid status during the period from March 16, 2020 through the effective date of this Board approved MOU. Unit member must work at least one day during the stated period to be eligible for the stipend. Any other unit member who is hired after the effective date of this MOU, will be eligible for reimbursement under the District's existing process through the end of the pandemic, or an approved return to work which whichever occurs first.
3. Eligible unit members will receive the stipend following the completion of all final signatures and approvals of this MOU. The stipend will be scheduled for disbursement by the last pay cycle in May 2021.
4. The District and the Union agree that the provision of these stipends provides adequate and just compensation for any unit member that was required to work remotely during the period from March 16, 2020 until the Los Angeles Department of Public Health Orders and/or any other declarations of emergency are rescinded, or a return to on-site work occurs, whichever occurs first.
5. This MOU represents a full and complete understanding between the Parties, and completes and exhausts each party's obligations to collectively bargain over the subject matter addressed herein.

The undersigned represent that they have read and understand the terms of this MOU and are authorized to execute this MOU on behalf of their principals.

For the District/ Human Resources Division:

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Dr. Mercedes Gutierrez, Ed.D.
Interim Vice Chancellor, Human Resources

3/29/2021 | 12:23:47 PM PDT

Date

For the SEIU LOCAL 99

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Manuel Rangel
Public Affairs Manager

3/30/2021 | 12:58:34 PM PDT

Date