

**MEMORANDUM OF UNDERSTANDING BETWEEN  
LONG BEACH COMMUNITY COLLEGE DISTRICT AND LBCCE/AFT/AFL-CIO**

**COVID-19/Coronavirus Emergency Response July 23, 2020**

1. The anticipated date of return to normal campus operations is to be determined and dependent upon state and local guidance. Some staff will be designated as Essential by the District and will be expected to report to the campus worksite.
2. Members shall consult with their supervisors to ensure appropriate arrangements are in place and made to ensure a successful temporary transition to working remotely.
3. During the COVID-19 emergency response evaluations will be conducted remotely with the usual timelines outlined in the contract.
5. The District shall take reasonable efforts to accommodate requests by employees who are parents to deal with their childcare provider or an emergency at their child's school caused by COVID-19- related closure consistent with Labor Code section 230.8. This includes use of any personal leave and other accrued leaves. The District will consider alternative work schedules to accommodate childcare and/or family members affected by Covid-19 and/or the vulnerability of the employee due to Covid-19.
6. Employees under personal quarantine by order of local, state, or federal authorities, whether because of their own illness or on account of others, shall be paid for such period of quarantine as is required in the exigencies of the case. See Article 13.2.12, Leaves - Quarantine.
7. The District will train its employees in the public health measures, hygiene and sanitation, to help prevent the spread of the virus (COVID-19) and will ensure that its facilities have the necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, face masks, and hand sanitizer) to the extent such supplies are available. The AFT Union will cooperate with the District in any necessary public health actions, including to those actions recommended by the Federal, State and Local Departments of Public Health. Employees shall continue to perform their assigned work absent a reasonable belief that such work poses a risk to health or safety.
8. If an employee elects to remain at home for reasons other than illness, high-risk age category, or pre-existing health conditions while the work site is open, the employee must use their own current leave balances as permitted and directed under the CBA.

**LONG BEACH COMMUNITY COLLEGE  
DISTRICT**



[Gene Durand \(Jul 27, 2020 15:55 PDT\)](#)

---

**Gene Durand**  
Vice President  
Human Resources

**LONG BEACH COUNCIL OF CLASSIFIED  
EMPLOYEES**



[Robert Remeta \(Jul 27, 2020 09:38 PDT\)](#)

---

**Robert Remeta**  
President  
LBCCE/AFT/AFL-CIO









# MOU LBCCD--LBCCE-AFT COVID-19 RESPONSE 07.23.20

Final Audit Report

2020-07-27

Created:	2020-07-27
By:	Susan Salazar (ssalazar@lbcc.edu)
Status:	Signed
Transaction ID:	CBJCHBCAABAAKITHz1IPhdFRhA1Q3N7oOcUBLZV_3tLJ

## "MOU LBCCD--LBCCE-AFT COVID-19 RESPONSE 07.23.20" History

-  Document created by Susan Salazar (ssalazar@lbcc.edu)  
2020-07-27 - 3:12:27 PM GMT- IP address: 207.233.69.100
-  Document emailed to Robert Remeta (rremeta@lbcc.edu) for signature  
2020-07-27 - 3:13:06 PM GMT
-  Email viewed by Robert Remeta (rremeta@lbcc.edu)  
2020-07-27 - 4:38:30 PM GMT- IP address: 72.203.65.88
-  Document e-signed by Robert Remeta (rremeta@lbcc.edu)  
Signature Date: 2020-07-27 - 4:38:43 PM GMT - Time Source: server- IP address: 72.203.65.88
-  Document emailed to Gene Durand (gdurand@lbcc.edu) for signature  
2020-07-27 - 4:38:44 PM GMT
-  Email viewed by Gene Durand (gdurand@lbcc.edu)  
2020-07-27 - 10:54:21 PM GMT- IP address: 74.213.253.88
-  Document e-signed by Gene Durand (gdurand@lbcc.edu)  
Signature Date: 2020-07-27 - 10:55:35 PM GMT - Time Source: server- IP address: 74.213.253.88
-  Signed document emailed to Gene Durand (gdurand@lbcc.edu), Susan Salazar (ssalazar@lbcc.edu) and Robert Remeta (rremeta@lbcc.edu)  
2020-07-27 - 10:55:35 PM GMT