

LBCCD-LBCCE/AFT
Memorandum of Understanding
Graveyard Custodial Staff Work Schedule Change
to Swing Shift the Day before a Holiday
December 23, 2024

This following Memorandum of Understanding ("Agreement") is made by and between the Long Beach Community College District ("District") and the Long Beach City College Council of Classified Employees ("LBCCE/AFT"). Where appropriate, The District and LBCCE/AFT will collectively be referred to as "parties." This Memorandum of Understanding ("MOU") shall supersede any other agreement, either oral or written, previously agreed to by the parties related to the following:

1. Holiday Observance

The District observes holidays each year, as listed on the approved academic calendars published on the LBCC website at <https://www.lbcc.edu/calendars>.

2. Work Schedule Change for Graveyard Custodial Staff

In recognition of the District's desire to ensure employees are not required to work on observed holidays, similar to day shift employees, the following change will take effect:

- **Effective December 24, 2024**, the work schedule for all graveyard custodial staff will be modified the day before any approved LBCC holiday.
- The new work schedule will be modified from the graveyard shift (10:00PM to 6:30AM the following morning) to the swing shift (2:00PM to 10:00PM the day before the holiday).
- This schedule change will not impact the graveyard shift pay differentials for all affected graveyard custodial employees.

3. No Work Schedule Request Form Required

No work schedule request form will be required for this change.

4. Modification of Agreement

Any modifications to this MOU must be made in writing and signed by both Parties.

5. Duration of Agreement

This MOU shall remain in effect until revoked by mutual agreement between both Parties.


The Parties hereby agree to the terms and conditions outlined in this MOU.



Loy Nashua
Vice President Human Resources

Date: _____

12/23/24



Robert Remeta
AFT President

Date: _____

12.23.2024