

**MEMORANDUM OF  
UNDERSTANDING  
BETWEEN  
LONG BEACH COMMUNITY COLLEGE DISTRICT AND  
LBCCE/AFT/AFL-CIO  
September 9, 2021**

1. The District is currently encouraging non-essential employees to return to work in-person on campus this fall, with a full in-person return to campus in spring 2022.

As such, the District wants to show its appreciation to non-essential employees willing to take the first steps in making this transition by reporting to work on campus with a 5% (five percent) differential pay.

The following qualifying conditions must be met to be eligible:

- a. Effective period: July 1, 2021 through December 23, 2021.
  - b. Working in-person 100% of the employee's assigned work hours on campus.
    - 1) Retroactive pay will be provided, effective July 1, 2021, to employees who have already been working 100% in-person and will continue to work 100% in-person.
    - 2) Employees currently not working 100% in-person may opt to work in-person by September 30, 2021 and must commit to working continuously in-person thereafter, through December 23, 2021.
    - 3) Employees absent from legitimate illness or other protected leaves, and approved vacation time will not be cause to remove differential pay.
  - c. ALL employees must be in compliance with the return to campus plan guidelines and other local, state, and federal health and safety orders.
    - 1) A violation will be cause to remove the said 5% (five percent) differential pay.
2. This Memorandum of Understanding does not set a precedent for any purpose.

*Loy Nashua*

Loy Nashua (Sep 9, 2021 16:56 PDT)

---

Loy Nashua  
Vice President, Human Resources

*Robert Remeta*

---

Robert Remeta  
President, LBCCE/AFT