

MEMORANDUM OF UNDERSTANDING
BETWEEN
RIVERSIDE COMMUNITY COLLEGE DISTRICT
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 535


‘COVID-19 Vaccine Standard of Employment Policy (Vaccine Mandate) Effects Agreement’

This memorandum is agreed between the Riverside Community College District (District) and the California School Employees Association and its Chapter 535 (together “CSEA”) concerning the implementation of the District’s decision to implement a COVID-19 Vaccine Standard of Employment Policy (Vaccine Mandate).


CSEA and the District hereby agree to the following:

1. CSEA and the District agree the decision to implement a vaccine mandate is non-negotiable. However, CSEA and the District commit to continue negotiating regarding the effects of the Vaccine Mandate policy.
2. In the event of non-compliance prior to ratification of the Vaccine Mandate effects agreement between CSEA and the District, the District shall provide the unit member information on the efficacy and safety of the COVID-19 vaccine, and the employment repercussions for maintaining their refusal to be vaccinated per Resolution of the Board.
 - i. CSEA employees who do not comply with the vaccine mandate and stipulations must utilize accrued vacation, compensatory time, or personal necessity; or be placed in an unpaid status for work time missed due to noncompliance.
3. This agreement shall be non-precedential.
4. This Agreement is in no way intended, and shall in no way be construed, to restrict or waive rights guaranteed to CSEA under California Government Code.

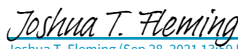
Dated: 09/28/2021

By: 
Tammy Few (Sep 28, 2021 15:47 PDT)
Tammy Few – Vice Chancellor, HRER
For District

Dated: 09/28/2021


By: 
Elena Santa Cruz – President, Chapter 535
For California School Employees Association


Dated: 09/28/2021

By: 
Joshua T. Fleming (Sep 28, 2021 13:59 PDT)
Joshua Fleming - Labor Relations Rep, Chapter 535
For California School Employees Association

RCCD Employees Chapter 535 Negotiation Team


Julie Taylor


Andy Aldasoro


Andrew Graham (Sep 27, 2021 11:09 PDT)
Andrew Graham


William Diehl


Sharlena Segura


Azadeh Iglesias (Sep 28, 2021 11:52 PDT)