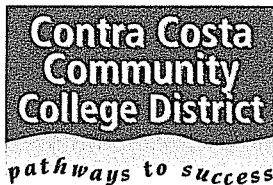


**Governing Board**

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Los Medanos College Richard Livingston (Interim)

**HUMAN RESOURCES DEPARTMENT**  
Vice Chancellor, Human Resources/Chief Negotiator – Eugene Huff

**MEMORANDUM OF UNDERSTANDING**  
**Implementation of Tentative Agreement Dated May 3, 2011**

The Contra Costa Community College District (District) and United Faculty (UF) completed collective bargaining for the 2011-12 fiscal year with a tentative agreement dated May 3, 2011. In that agreement, UF gave concessions based on certain financial assumptions.

The parties had negotiated in good faith and included language triggering concessions reopeners should certain revenue reduction scenarios come to pass. No such language was negotiated regarding the status of District reserves. The District anticipated spending down reserves to offset a structural budget deficit in 2010-11. In closing the District's finances for 2010-11, the District finds itself having reserves in excess of what was budgeted and expected.

In an effort to maintain the good faith negotiating environment the parties have established, and in light of the current financial situation, District and UF agree to implement certain components of the May 3, 2011, agreement as outlined below.

1. Rescind the additional \$100/month health-insurance premiums as found in item #2 of the agreement.
2. Continue to fund UF release time per Article 3.4, and not stop funding for one year as found in item #4 of the agreement.

The District and UF agree that this MOU applies to implementation of the May 3, 2011, Tentative Agreement only and does not set precedent or modify any other contractual provision except as noted above.

**FOR THE DISTRICT:**

  
\_\_\_\_\_  
Gene Huff, Vice Chancellor

11/21/11  
\_\_\_\_\_  
Date

**FOR UNITED FACULTY:**

  
\_\_\_\_\_  
Jeffrey Michels, President

Nov. 17, 2011  
\_\_\_\_\_  
Date