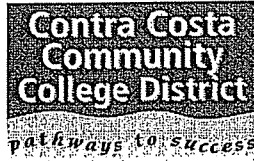


Governing Board

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Sheila A. Grilli, *Vice President*
John E. Márquez, *Secretary*
Robert Calone
John T. Nejedly



Chancellor
Helen Benjamin, Ph.D.

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Diablo Valley College Peter García
Los Medanos College Richard Livingston (Interim)

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

MEMORANDUM OF UNDERSTANDING
Occupational Work-Related Experience Application

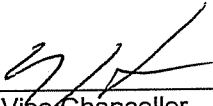
Article 20.3.1.4.4 of the collective bargaining agreement provides guidance on how to credit prior occupational work-related experience toward new-hire salary placement. Although this section states that the "employer's definition of full time or a 40 hour work week if not defined" is to be used to determine the amount of credit awarded, it is silent on how to apply the "40-hour" standard over the course of a year.

Article 20.3.1.4.7 provides guidance on how to credit self-employment toward occupational work-related experience. The standard of 1800 hours is used as a basis for determining one year of experience.

On occasion, new employees are unable to secure the "employer's definition of full time" when submitting experience from prior employers. The District and UF agree that for application of Article 20.3.1.4.4, when it is not possible to get the "employer's definition of full time," the District will use the standard of 1800 cumulative verified work hours as found in Article 20.3.1.4.7 to determine the number of years of work-related experience. No more than one total year of work-related experience can be accumulated in any 12-month period.

The District and UF agree that this standard shall apply and that this item may be negotiated the next time Article 20 is opened by either party.

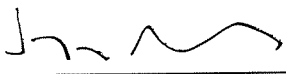
FOR THE DISTRICT:



Gene Huff, Vice Chancellor

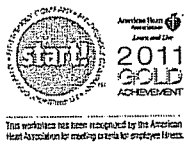
2/24/12
Date

FOR UNITED FACULTY:



Jeffrey Michels, President

2/24/12
Date



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