

MEMORANDUM OF UNDERSTANDING
Between
College of the Redwoods
And
CSEA and its College of the Redwoods Chapter 509

The District and CSEA agree to increase the maximum number of accrued annual leave hours from 320 to 360 effective July 1, 2022.

9.4 **In the first eleven years of service** vacation time may be accumulated to a maximum number of hours that would be earned in a two-year work period. **After 12 year of service the maximum number of hours that may be accumulated increases to 360.** No vacation will be earned by the employee at any time when the employee has already accumulated that amount which the employee could have accumulated in the preceding two years. Thereafter vacation shall be earned only when accumulated vacation time is less than that amount. When an employee is terminated for any reason, he/she shall be entitled to vacation pay earned and accumulated up to the effective date of the termination. The maximum vacation pay under this provision shall be that which the employee could have accumulated in the preceding two years.

9.4.1 Employees may carry over earned vacation, after one year of employment as shown in the chart below:

<u>Years of Service</u>	<u>Hours Earned</u>	<u>Maximum Number to be Carried Over to Next Year</u>
1st	80	80
2nd	80	160
3rd	80	160
4th	120	200
5th	120	240
6th	120	240
7th	120	240
8th	120	240
9th	120	240
10th	160	280
11th	160	320
<u>12th</u>	<u>160</u>	<u>360</u>

FOR DISTRICT:



Rory Johnson,
College of Redwoods Chief Negotiator

Date: Jun 7, 2022


FOR CSEA:



Tami Engman,
CSEA Chapter 509 President

Date: Jun 7, 2022

FOR DISTRICT:



[Keith Flamer \(Jun 7, 2022 09:21 PDT\)](#)

Keith Flamer,
President/Superintendent

Date: Jun 7, 2022

FOR CSEA:



Holley Luia,
Labor Relations Representative

Date: Jun 7, 2022












Article IX Vacation Plan MOU 6.7.2022

Final Audit Report

2022-06-07


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 Agreement completed.

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