

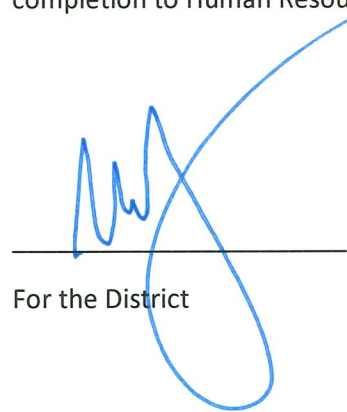
Memorandum of Understanding between SEIU Local Union 1021 ("Union") and
Chabot Las Positas Community College District ("Employer")
Regarding Probationary Periods for Hires Prior to July 1, 2022
August 8, 2022

The parties agree to the following for the transition of current probationary employees hired prior to July 1, 2022.

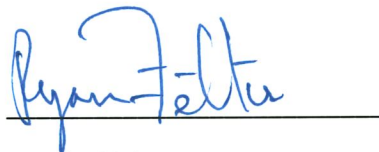
All unit members currently on probation who have received all Meets Expectations or Exceeds Expectations ratings on their evaluation will be transitioned to a 6-month probationary period.

All members currently on probation who receive Needs Improvement or Unsatisfactory evaluations on their 3-month or 5-month evaluation shall continue with a 9-month probationary period.

A unit member whose position requires specified licensing or certification must provide proof of completion to Human Resources for continued employment, not to exceed 9-months from hire date.



For the District



For the Union