



CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
 Office of Human Resource Services
 MOU: Classification and Compensation Study



MEMORANDUM OF UNDERSTANDING

BETWEEN

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

AND

LOCAL 790, SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO

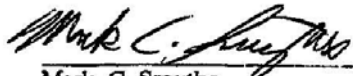
Re: CLASSIFICATION STUDY

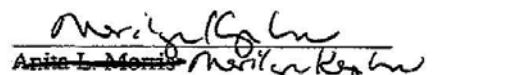
Chabot-Las Positas Community College District (the "District") and Service Employees International Union Local 790 (the "Union") agree as follows:

The parties will jointly pursue a unit-wide classification study for the classified unit represented by the Union. The study will proceed through six successive steps; moving from any step to the next requires the mutual agreement of the parties. The steps will be:

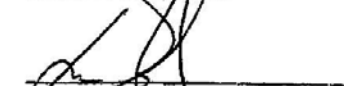
1. The parties shall meet and agree upon a list of objectives for the study.
2. The parties shall jointly interview and hire an outside consultant at District expense.
3. The parties shall charge the consultant with designing and presenting a plan for a study to fulfill the objectives approved in step #1.
4. The parties shall meet to adopt or amend the plan presented by the consultant.
5. The consultant shall conduct the study according to the plan approved by the parties.
6. The parties shall negotiate over implementation of the study. Implementation requires mutual agreement.


Signed and entered into this 3 day of May, 2005.


 Mark C. Smythe
 Chapter President
 Local 790, S.E.I.U.


~~Anita L. Morris~~ *Marilyn Keyser*
 Director, Human Resources *Attorney*
 Chabot-Las Positas Community College District

Larry Hendel


 Debra J. Grabene
 Union Representative
 Local 790, S.E.I.U.


~~Susan A. Cota~~ *Jaet Kinnaman*
 Chancellor *(ACTING)*
 Chabot-Las Positas Community College District