

RIVERSIDE COMMUNITY COLLEGE DISTRICT
And
RIVERSIDE COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION, CTA/CCA/NEA

MEMORANDUM OF UNDERSTANDING

Part-Time Adjunct Faculty Compensation for Completion of Sexual Harassment Training

February 25th, 2020

The AGREEMENT is made and entered into on February 25th, 2020, by and between Riverside Community College District and the Riverside Community College District Faculty Association CCA/CTA/NEA, (hereinafter collectively called the "Parties").

In light of workplace discrimination concerns and the #MeToo movement, the state of California has enacted SB 1343 which requires that employers provide sexual harassment training to all employees. Under the law, employers must:

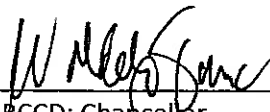
- Display sexual harassment informational posters in visible, high-traffic areas;
- Ensure a workplace free of sexual harassment;
- Provide a sexual harassment information sheet at request;
- Provide sexual harassment training to employees within six months of hire.

The Parties agree that the Riverside Community College District will compensate part-time, adjunct faculty a total of two (2) hours to complete the training each time they are required to complete the training. Upon the completion of the sexual harassment training, the part-time, adjunct faculty member must submit a request for payment with proof of completion of the training via the appropriate tool or paperwork for claiming this benefit and other professional development/assessment hours as enumerated in other MOUs.

Additionally, this MOU requires that newly hired part-time, adjunct faculty complete this training within six (6) months of their official start date with the District in said adjunct capacity and every two years, thereafter.

The Parties further agree that this MOU does not include full-time, regular or contract, faculty.

The Parties agree to these terms, effective immediately.



For RCCD: Chancellor
Dr. Wolde-Ab Isaac, Chancellor



For the RCCD Faculty Association:
Dr. Rhonda Taube, President