

MEMORANDUM OF UNDERSTANDING
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS AMERICAN RIVER CHAPTER #528 ("CSEA")

Urgent HVAC Upgrades Due to COVID-19
10/6/2020

This Memorandum of Understanding shall be in effect upon ratification and shall expire December 31, 2020 unless extended by mutual agreement.

Due to the COVID-19 pandemic, FCUSD urgently needs to upgrade numerous HVAC systems throughout the district to protect and promote the health of all FCUSD employees.

The parties have met, negotiated, and agreed to the following:

HVAC and related work typically performed by unit members ("work") will continue to be performed by unit members with limited exceptions of some specific work that is urgently needed due to the COVID-19 pandemic. This work will be distributed as follows:

- Work will first be assigned to unit members who typically do this work.
- To accomplish this work in a timely manner, overtime will be offered to unit members to the extent FCUSD determines reasonable and practical.
- If FCUSD determines that unit members who don't typically perform this work are capable of performing or assisting in the performance of this work, FCUSD will offer this work to the extent FCUSD determines reasonable and practical. If this is out of class work at a higher pay rate, the unit member will be paid at the higher rate when performing this work.
- Provided unit members are first offered this work as specified above and due to the urgency of completing this work, some of this work may be performed by outside vendors to the extent necessary to meet FCUSD's urgent need.

This is a one-time non-precedent setting agreement and shall fully and finally resolve all bargaining related to the impacts and effects of this change.

Rob Thomas

Rob Thomas, for CSEA, Chapter 528

10/8/2020

Date

Donald Ogden

Donald Ogden, for Folsom Cordova Unified School District

10/8/2020

Date