

**LONG BEACH UNIFIED SCHOOL DISTRICT
CSEA UNIT A TENTATIVE AGREEMENT (TA)
2024 - 2025 NEGOTIATIONS**

Cover Page

New Employee Orientation (NEO)

- **The parties have reviewed and agreed to renew the current language for the AB 119 MOU.**
- **The parties have agreed to maintain current practice for NEO as outlined below:**
 - **NEO sessions will be held at least every sixty (60) days**
 - **CSEA will be provided a list of employees who have not attended NEO sessions within ten (10) working days after the scheduled orientation.**
 - **CSEA will have access to meet with these employees for up to thirty (30) minutes at the employee's worksite during their working hours**

Note: This language does not appear in the CBA but both parties have agreed to honor these terms moving forward.

Total Compensation

In the event another bargaining unit within the District receives a larger total compensation package for the 2024-2025 school year, the largest compensation package increase shall apply to CSEA Chapter 2, Unit A. The District and CSEA agree to negotiate the way in which the enhanced total compensation package is applied to Unit A.

Note: This language does not appear in the CBA but both parties have agreed to honor these terms moving forward.

Salary Schedules

Employees who work or reside on Catalina Island shall receive Branch Assignment Premium (BAP) compensation. The BAP is due to Catalina Island being listed as a rural California community and as an island, it is remote and detached from mainland California. Employees will receive an additional \$4.2247 to their hourly pay rate for the BAP.

Note: This language does not appear in the CBA but is posted on salary schedules.

**LONG BEACH UNIFIED SCHOOL DISTRICT
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Article III

Association Rights

A. ~~The CSEA shall not communicate with employees in person or by phone during the employees' working hours. Any exceptions must be authorized in advance by the Director of Employee Relations Services. During normal hours of operation, upon twenty-four (24) hour advance request and approval of the department head/site administrator, the District agrees to grant to the CSEA access to designated locations for the transaction of Association business with employees on non-duty time. Upon arriving at a work site the CSEA representative will first report to the department head/site administrator to arrange details of the visit. It is agreed that for purposes of this Section, "non-duty times" are before and after the scheduled workday, during the scheduled lunch and break periods of each employee.~~ **CSEA shall have the right to access employees at their assigned work locations at reasonable times. To help maintain the safety of sites and ensure meeting space availability, CSEA agrees to the following reasonable regulations for site visits:**

- **When meeting with employees, CSEA will provide the work location to Employee Relations and Ethics (ERS) at least twenty-four (24) hours in advance.**
- **ERS will inform sites of the visit via email and copy CSEA.**
- **Visits to solely update bulletin boards do not require advance notice but need to occur during normal office hours.**
- **For all visits, CSEA representatives will check-in at the main office prior to the start of the visit.**
- **CSEA agrees not to disrupt the work of employees.**

If The District advises **will notify** the CSEA Executive Board of an alleged **any** violation of the provisions of this Section. ~~the Executive Board agree to investigate and take action they deem to be appropriate.~~ **CSEA will address the issue.**

B. The District agrees to provide ~~the CSEA~~ **to the combined bargaining units (A and B)** the use without charge of not more than ~~one-fourth (1/4)~~ **one-half (1/2)** of the total area of at least one (1) designated employee Association bulletin board at each facility. Such bulletin boards will be identified by the immediate supervisor of the facility and labeled "CSEA Business."

- C. The District authorizes the CSEA to use District facilities and buildings only with the approval of the principal/site administrator or designee and, when applicable, submission and approval of the proper Civic Center Act form. The CSEA agrees to leave facilities and buildings in a clean and orderly condition.

G. RELEASE TIME FOR ASSOCIATION REPRESENTATIVES

3. ~~Personnel Commission.~~ The District agrees to release a maximum of three (3) CSEA Chapter representatives to meet with the Executive Officer, Personnel Commission and Classified Employment prior to each Personnel Commission meeting as needed. The District agrees to release one (1) CSEA representative per Unit to attend Personnel Commission meetings. A Personnel Commission meeting agenda will be provided to CSEA prior to each meeting. All released time for activities enumerated in this paragraph will be charged to Association Leave.
- 3 4. ~~Board Meetings / District Management.~~ The District agrees to release one (1) CSEA Chapter representative per Unit, as needed, to attend Board meetings and three (3) to five (5) representatives to attend meetings with District management as needed but not more than two (2) representatives from any given site, shop, or office. As an exception, more than 2 representatives may attend when the called meeting regards a specific site, shop or office concern. All release time for activities enumerated in this paragraph will be charged to Association leave. **Meetings with CSEA requested by management will not be charged to Chapter Release.**
- 4 5. Association Leave **Chapter Release.** Upon proper application and approval **notice**, the District will grant to **CSEA Chapter 2** the combined bargaining units (A and B) a total of one hundred thirty (130) days **four hundred (400) hours** Association Leave **of Chapter Release** per fiscal year for **chapter president and designated** unit members to conduct or to participate in CSEA business. The CSEA president or designee shall submit in writing the names of unit members who are authorized to use the days to Employee Relations Services. Approval for such Association Leave **Notice for Chapter Release** must be secured **given** at least two (2) **working days** prior to the anticipated absence. Following the District's payment of the employee for the Association Leave, the District shall be reimbursed by CSEA Long Beach Chapter 2 for the cost of the substitute (if the services of a substitute were utilized) as well as the District's contribution to the employee's retirement fund. CSEA Long Beach Chapter 2 shall be invoiced quarterly. Such reimbursement shall be made within ten (10) days following CSEA's receipt of the District's certification of payment of compensation to the employee.

6. ~~————~~ **CSEA Chapter President Leave.** The District agrees to provide the CSEA Chapter President (or his/her designee) up to a total of one thousand forty (1,040) hours of release time per fiscal year to perform the collective business of the District and the Association. CSEA shall reimburse the District for the cost of any substitute used to cover the CSEA Chapter President position during his/her absence.

5 7. The District agrees to authorize release time to the officers and unelected classified bargaining unit members of the CSEA as provided for in Education Code, Section 45210. The District shall be reimbursed by the Association for such leave.

The CSEA shall notify Employee Relations Services at least twenty-four (24) hours prior to the use of release time. If less than twenty-four (24) hours, the Association shall notify Employee Relations Services via email, FAX or telephone of the anticipated need. The parties may mutually agree to waive the twenty-four (24) hour timeline.

6 8. In January, April, July, and October of each year, Employee Relations Services (ERS) will provide a quarterly summary of usage of **Chapter Release,** ~~Association Leave,~~ Job Stewards, and CSEA State Leave as provided for in Education Code, Section 45210, to the Chapter President. The summary will include name, date, hours, and the type of leave.

7. **If an employee participates in meetings outside their assigned duty day (e.g., night shift employee participating in bargaining from 8 a.m. to 3 p.m.), they will be provided the equivalent of release time hours from their regular shift.**

J. CHAPTER **CHARTER** SCHOOL APPLICATIONS. The District and CSEA agree that, upon receipt of a charter proposal from a group of charter petitioners, the District will forward a copy of the proposal to CSEA.

K. STAFF DEVELOPMENT. ~~The District and the CSEA agree that continuing training and staff development for classified employees are very important. They further agree that continuing study and discussion need to occur relative to continued expansion of staff development activities for classified employees. The District is committed to providing classified staff with continuing training opportunities to assist them in performing their current jobs and to prepare them for promotional opportunities. The CSEA is encouraged to submit to the District in-service topics/ideas which would be of value to classified employees for staff development training. This provision applies to staff development and training provided by the Personnel Commission. A **joint** committee shall be created **meet regularly** to make recommendations for professional~~

development opportunities ~~in accordance with AB1808~~. The committee shall be composed of up to a total of five (5) CSEA Long Beach Chapter 2 representatives of different classification and up to a total of five (5) district personnel. **These meetings will not be charged to chapter release.**

1. Employees will be encouraged to participate in the programs that are offered by the Personnel Commission.
 2. All work locations/sites shall post, make available to all classified employees, publications and/or communications from Personnel Commission regarding staff development opportunities.
 3. Employees are encouraged to create a plan with their supervisor to meet the employees' professional development needs.
 4. Bargaining unit employees will be provided with the opportunity to attend staff development training and will be released during work hours to attend training.
 5. Employees recognize that schools and offices must be able to maintain coverage and services.
 6. ~~Employees may opt to attend training off work hours, on their own time without compensation.~~
 - 6 7. A record of equitable distribution of training and staff development will be maintained at each work location.
 - 7 8. Updates regarding program participation will be provided to CSEA upon request.
 - 8 9. The District will contribute a minimum of \$15,000 per year to the Personnel Commission, to be shared by both CSEA Unit A and Unit B, to maximize staff development opportunities for classified personnel as funding permits. The District may increase funding through grants and other revenue sources.
- L. ~~The~~ CSEA will have the right to appoint a bargaining unit member to any District level advisory committee that is relevant to classified employees. The District shall provide the names of those district level committees to the CSEA Chapter President and appointments to these committees will be determined by ~~the president with the advice and approval of the Executive Board~~ **CSEA**.
- M. District/Employee Relations Services (ERS) has requested CSEA representation on the following District-level committees: Health Benefits Committee, Strategic Planning Committee, **Safety Committee**, and Budget Committee.

The CSEA will have the right to appoint no more than five (5) CSEA members to the above-named committees, representing both Unit A and Unit B. Appointments to these committees shall be made by ~~the president with the advice and approval of the Executive Board~~ CSEA. Release time for these meetings will not be charged to ~~Association leave~~ Chapter Release.

ARTICLE V

Compensation

A. PAY AND ALLOWANCES

3. Payroll Errors. Proper salary classification and step placement is a joint responsibility of the employee and the District. All employees are to review their salary placement at least annually and should they believe that they are improperly placed on the salary schedule, they are to bring this information to the attention of the District immediately.

In the event of any payroll error, such error shall be corrected retroactively for a period of up to three (3) years from the date the error was discovered.

Any payroll error resulting in insufficient payment for an employee in the bargaining unit shall be corrected, and a special payroll revolving fund check issued after the Payroll Branch has received a written notification from the employee and has verified the error and the amount of the underpayment in a reasonable amount of time. Employees shall request in writing a special revolving fund check. For each day in excess of five (5) working days that the payroll error is not corrected, the employer shall pay a penalty of twenty percent (20%) per annum.

If the revolving fund check is not requested, the supplemental amount will be included in the next regular paycheck following verification of the error and shall not include any penalty.

Should the incorrect salary placement result in an overpayment, ~~the employee shall, upon realizing the fact or upon notification from the District, repay the full amount of such overpayment based upon a repayment schedule developed by the Executive Director, Fiscal Services or designee and the employee. The repayment period should not be longer than the period during which the employee was overpaid except that such repayment schedule shall not result in more than twenty percent (20%) in the take-home pay being withheld from any single pay warrant.~~ the following procedures shall apply:

- a. The District shall notify the employee in writing of the overpayment, afford the employee an opportunity to respond before commencing recoupment actions, and inform the employee that if the employee

disputes the existence or amount of the District's claimed overpayment, the District shall first initiate a legal action and obtain a court order validating the claimed overpayment amount before it may recover the overpayment amount.

- b. If the employee agrees that the District overpaid them in the claimed amount, reimbursement shall be made to the school employer through one of the following methods mutually agreed to by the employee and the school employer: (A) Cash payment or cash installment payments; (B) Installment payments through payroll deduction covering at least the same number of pay periods in which the error occurred; (C) The adjustment of appropriate leave credits, provided that the overpayment involves the accrual or crediting of leave credits. Any errors in sick leave balances shall only be adjusted with sick leave credits, and any installment shall not exceed the following:
1. Twenty percent of the individual's disposable earnings for that pay period.
 2. Forty percent of the amount by which the individual's disposable earnings for the month exceed 208 times the state or local minimum hourly wage (whichever is higher) in effect at the time the earnings are payable.

Note: "Disposable earnings" means the portion of an individual's earnings that remains after deducting all amounts required to be withheld by law.

- c. Absent mutual agreement on a method of reimbursement pursuant to section (b) above, within 30 days of the employee verifying the overpayment amount the District shall proceed with recoupment in court pursuant to section (a) above.
- d. An employee who is separated from employment before full repayment of the overpayment amount owed shall have an amount sufficient to provide full repayment withheld from any money owed to the employee upon separation, provided that the state minimum wage is still paid to the employee. If the amount owed to the District upon separation is insufficient to provide full reimbursement to the District, the District shall have the right to exercise any and all other legal means to recover the additional amount owed.

16. Catalina Island Employees. In each year, Catalina Island employees shall receive a travel expense allowance. For ~~2025-26~~ ~~2023-2024~~, the allowance is **\$1341.89**, plus any negotiated percentage increase. Each year thereafter, the allowance will be adjusted by the same percentage as the salaries of Unit members. Employees who work and reside on Catalina Island shall receive a Branch Assignment Premium as provided in the salary schedule (CCR 571 (a)).

B. HEALTH AND WELFARE BENEFITS.

2. Health Insurance

- b. HMO Health Plan. Unlimited lifetime maximum.
\$250/Individual, \$500/Family per year out-of-pocket limit.
- (1) Physician Visit: \$10 co-pay effective 7/1/2017
 - (2) Emergency Room: \$100 co-pay
 - (3) Chiropractic Care (up to thirty [30] days per year): \$5 co-pay
 - (4) Out-patient Mental Health (~~fifty [50] visits per year~~): \$5 co-pay

Prescription Plan. Retail co-pay per thirty (30) day prescription: \$5 generic; \$10 formulary name brand; \$35 non-formulary. Mail order co-pay for a ninety (90) day prescription; \$5 generic; \$10 name brand formulary; \$35 non-formulary. Effective 1/1/2018, ~~the Blue Shield HMO~~ **with the change to Aetna HMO on 7/1/18, the** prescription plan transitioned to a **three (3)** ~~four (4)~~ tier system by the provider

1. Tier 1: \$5 ~~Low Cost Medications: Includes some generics and inexpensive name brands.~~
2. Tier 2: \$10 ~~Medium Cost Medications: Includes generics and name brand drugs.~~
3. Tier 3: \$35 ~~High Cost Medications: Includes high cost name brand drugs~~
4. ~~Tier 4: \$35 Highest Cost Medications: Includes primarily Specialty drugs~~

5. Vision Care Insurance. The District agrees to provide vision care insurance for eligible employees. The EyeMed plan provides one (1) comprehensive exam every twelve (12) consecutive months; two (2) pairs of lenses in any twenty-four (24) consecutive months. Employee is responsible for paying a ten-dollar (\$10) deductible per calendar year. Prior enrollment in the plan is required. The District pays all premium costs **for the plan described above.**

Employees may purchase an enhanced vision plan for the employee, employee plus one, or employee plus family through the District. The District standard allocation for the Vision Plan will be deducted from the cost of the enhanced plan. The remaining costs will be covered through monthly payroll deductions.

ARTICLE VI

Compensation

K. ASSIGNMENT AND DISTRIBUTION OF OVERTIME. Assignment of overtime shall be made in order to distribute and rotate overtime as equally as is practical among eligible, qualified members in the bargaining unit within each work location and classification. Additionally, when practical, overtime shall be distributed utilizing an overtime rotation list created by the supervisor based on classification seniority. In this context "qualified" is defined as having the training and experience for the respective classification(s) specific to the overtime assignment and belonging to the respective job family. Overtime shall be posted at each site or work location for those classifications with more than two (2) unit members. An up-to-date account of overtime worked and charged to the unit member will be posted on the first workday of each pay period. The overtime rotation list will be made available upon ~~respective work location decline or an unavailable to work the overtime assignment~~ **request by bargaining unit members.** Overtime hours worked District-wide shall not affect the placement at the bargaining unit member's primary site overtime rotation list. Any employee working out of classification will not be eligible to work overtime in his/her regular position unless it is determined by the manager/supervisor that there are no other employees in the classification at the respective work location. District managers/supervisors shall have the right to determine whether a need exists or whether a job must be completed and to assign employees required to meet the need. ~~Bargaining unit members may refuse overtime work, except when the District determines that an emergency exists, the manager/supervisor shall be empowered to direct bargaining unit members to work the overtime.~~ **The order of distribution for overtime assignments which bargaining unit members are qualified to work, is as follows:**

1. **Qualified employees at the site, rotated by seniority.**
2. **Qualified employees from other sites. Notification for overtime opportunities will be equitably sent as early as is reasonably practicable. These opportunities will be filled by the first eligible employee.**
3. **Employees outside of the bargaining unit.**

P. Summer and Intersession Assignment

4. Summer /Intersession Employment Eligibility List.
 - a. No person whose last fully resolved service rating is less-than-satisfactory shall be placed on the summer/intersession employment eligibility list, unless the employee meets the criteria as outlined in Article VI.P.4.b.

- b. ~~If additional summer assignments are available~~, Employees who have satisfactorily completed their Improvement Plan and Strategy for Assistance shall be eligible for summer/intersession employment. ~~following the assignments of employees whose last fully resolved service rating is satisfactory.~~ The order of appointment shall be in accordance with Article VI.P.2.
- c. **If additional summer assignments are available following the assignment of employees whose last fully resolved service rating is satisfactory and employees eligible for summer assignments pursuant to Article VI.P.4.b., employees whose last fully resolved service rating is less-than-satisfactory but whose prior fully resolved service rating was satisfactory shall be eligible for any summer/intersession employment assignments remaining. The order of remaining appointments shall be in accordance with Article VI.P.2.**

R. CUSTODIAL RUN BIDS. Annually, between June 1 and August 31, the custodian supervisor will convene a meeting of all-night custodians assigned to the site during which ~~he/she~~ **they** will distribute and discuss assigned duties run sheets prepared for all custodial runs and assigned duties at that site, inclusive of night and day runs. Following discussion of the various runs and assigned duties, the custodian at the site with the most district seniority in the district for their respective shift (day or night) will have first choice of run assignments or assigned duties, the custodian with second most seniority in the district will choose, and so on, until all custodial runs or assigned duties have been assigned.

If a run becomes vacant during the year or if significant changes are made to existing custodial runs or assigned duties, rebidding will occur based on the above-described order of choice.

Each year, all custodians will be surveyed about their shift preference, (night or day). Their preference and seniority shall be taken into consideration prior to assignments being finalized. The final determination on day/night shift assignments will be made by the district.

S. **WORKYEAR.**

- 1. Twelve Month Calendar: Effective July 1, 1993, employees assigned to a twelve (12) month calendar will have a standard work year of two hundred sixty (260) days per fiscal year. This standardized work year will be achieved by implementing, as necessary, no more than two (2) equalization days which will be scheduled by the District during the winter recess period. Such equalization

days will have no impact on the employees' annual salaries. If an employee is required to work on an identified equalization day(s), he/she has the option to accrue compensatory time off at the "straight time" rate. Utilization of accrued compensatory time is subject to provisions specified in Article VI, Section J. of this Agreement.

2. **Flex Calendar: Employees working a flex calendar are assigned the equivalent number of work days, are eligible for the same holidays outlined in Article VII, Section A, accrue sick leave as outlined in Article VIII, Section A and vacation leave as outlined in Article VIII, Section X, as those assigned a standard ten month duty year calendar, including 207, 209, and 220 day work-years. Beginning and ending dates for flex calendar duty years will vary by site and department needs.**

Managers and supervisors will annually determine work site/department closures and dates not eligible to be chosen as flex days ("black out" dates). Changes in closure and black out dates will only take place when strictly necessary.

Managers and supervisors will work with employees to develop the annual flex calendar following the protocols outlined below:

- a. **Vacation days will be taken in accordance with Article VIII, Section X.3a.**
- b. **In person training will be held each year to review site closure dates, "black out" dates, and support the completion of employees' flex calendars. This meeting will be held at least two weeks in advance of the submission deadline for employees' flex calendar.**
- c. **Managers and supervisors will meet with employees individually upon request for additional support and if they identify errors in flex calendar submissions.**

ARTICLE XIV

Progressive Discipline

- J. **MONITORING. Computer logins, District-issued cellphones, RFID cards, and security cameras shall not be used to monitor unit members for arbitrary or capricious reasons or for employee performance evaluations. This language does not**

prevent reference to progressive discipline interventions (Section C) or discipline (Section E) from being included in a performance evaluation.

All employees shall be notified of the presence and use of security cameras in District facilities and acceptable use policies for District technology. When information gathered from the District's technology is used as a basis for disciplinary action against a unit member, the unit member and their representative shall be provided, upon request, the video and electronic information used to determine the disciplinary action.

ARTICLE XVIII

Term of Agreement

A. EFFECT.

The term of the Agreement is ~~November 1, 2021 through June 30, 2024~~ **July 1, 2024 through June 30, 2027** with no reopeners except as provided below and in this comprehensive proposal.

B. REOPENERS.

~~The District and CSEA agree to jointly reopen negotiations for 2022-2023 on the following articles: Article III: Association Rights, Article V: Compensation, Article VI: Days and Hours of Employment, Article VIII: Leaves of Absence, Article IX: Transfer and Promotions, Article XII: Evaluation Procedure, Article XIII: Grievance Procedure, Article XIV: Concerted Activities, Article XV: Progressive Discipline and Discipline Procedures, Appendix J: Transportation Branch Yard Procedures.~~

The District and CSEA may **agree to jointly** reopen negotiations for ~~2023-2024~~ **2025-2026 and 2026-27** on Article V – Compensation plus up to three additional articles selected by each party.

APPENDIX H

Memorandum of Understanding

Regarding the
No Child Left Behind Act

November 21, 2005 October 16, 2025

EXHIBIT 1

Classifications required to meet requirements of the No Child Left Behind Act

1. Choral Accompanist (**5213**) (0122)
- ~~2. Dance Accompanist (5039)~~
2. **Behavior Intervention Assistant (5216)**
- ~~3. 4 Instructional Aide (0436)~~
- ~~5. Instructional Aide BL French (0495)~~
- ~~6. Instructional Aide BL Japanese (0496)~~
- ~~7. Instructional Aide BL Khmer (0440)~~
- ~~8. Instructional Aide BL Lao (0494)~~
- ~~9. Instructional Aide BL Samoan (0493)~~
- ~~4. 10. Instructional Aide BL Spanish (0442)~~
- ~~11. Instructional Aide BL Tagalog (0444)~~
- ~~12. Instructional Aide BL Vietnamese (0492)~~
- ~~5. 13. Instructional Aide-Alternative Schools (0221)~~
- ~~14. Instructional Aide-Alternative Schools BL Khmer (0438)~~
- ~~6. 15. Instructional Aide-Alternative Schools BL Spanish (0439)~~
- ~~7. 16. Instructional Aide-Deaf/Hard of Hearing (3271)~~
- ~~17. Instructional Aide-Foreign Language Laboratory (0446)~~
- ~~18. Instructional Aide-Interpreter-Deaf/Hard of Hearing (3272)~~
- ~~8. 19. Instructional Aide-Instrumental Music (0447)~~
- ~~9. 3. Instructional Aide - Intensive Reading Clinic (5141)~~
- ~~10. 20. Instructional Aide-Mobile Classroom (0601)~~
- ~~11. 21. Instructional Aide-Special (0448) Instructional Aide-Special BL Khmer (0449)~~
- ~~12. 22. Instructional Aide Special BL Spanish (0450)~~
- ~~23. Instructional Aide-Speech & Language Communication (3293)~~
- ~~24. Instructional Aide-Speech & Language Communication BL (3294)~~
- ~~25. Instructional Assistant-Adult School Literacy Services (0773)~~
- ~~13. 26. Instructional Assistant-After School Program (0885)~~
- ~~27. Instructional Assistant-Ballet Folklorico BL Spanish (0244)~~
- ~~28. Instructional Assistant-CDC Guidance (0479)~~
- ~~14. 29. Instructional Assistant-Computer Resources (0603)~~
- ~~15. 30. Instructional Assistant-Computer Resources BL Spanish (0452)~~
- ~~31. Instructional Assistant-Cross Cultural BL Hmong (0497)~~
- ~~32. Instructional Assistant-Cross Cultural BL Khmer (0453)~~

~~33. Instructional Assistant-Cross Cultural BL Lao (0498)~~
~~34. Instructional Assistant-Cross Cultural BL Spanish (0455)~~
~~35. Instructional Assistant-Gang Prevention (0458)~~
~~36. Instructional Assistant-Gang Prevention (R) (0459)~~
16. ~~37. Instructional Assistant-Gardening (0460)~~
~~38. Instructional Assistant-Intensive Behavioral Treatment (5035)~~
17. ~~39. Instructional Assistant – Mathematics (5172)~~
~~40. Instructional Assistant-On Campus Program (0214)~~
18. ~~41. Instructional Assistant-School for Adults (0766)~~
19. Instructional Assistant-School for Adults BL Spanish (5221)
20. ~~42. Library/Media Assistant (0465)~~
~~43. Library/Media Center Assistant (5021)~~
21. Sign Language Interpreter (5214)
22. ~~44. Stage Technician ((0379)~~

Signatures

Dated: 11/7/25

By: STEVEN ROCKENBACH
Steven Rockenbach - Director
Employee Relations and Ethic

Dated: Nov 10, 2025

By: Olivia DeLeon
Olivia DeLeon
CSEA Long Beach Chapter 2
Administrator

By: Dallas Emerle
Dallas Emerle
CSEA Labor Relations Representative

By: Brandon Blair
Brandon Blair
CSEA Unit A Negotiations Team

By: Hannah Deck
Hannah Deck
CSEA Unit A Negotiations Team

By: Tai Felder
Tai Felder
CSEA Unit A Negotiations Team

By: Lord Galayo
Lord Galayo
CSEA Unit A Negotiations Team

By: Vera Jackson
Vera Jackson
CSEA Unit A Negotiations Team