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**MEMORANDUM OF UNDERSTANDING
PASADENA AREA COMMUNITY COLLEGE DISTRICT
AND ITS
POLICE ASSOCIATION**

JUNE 14, 2022

JUNETEENTH HOLIDAY LOCAL OBSERVANCE

This Memorandum of Understanding (MOU or Agreement) between the Pasadena Area Community College District ("District") and its POLICE ASSOCIATION, ("Association") (collectively "Parties") is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement (CBA) between the Parties. The Parties do hereby agree:

1. **Juneteenth Holiday:** The Parties hereby recognize the importance of Juneteenth, commemorating General Granger's announcement in Galveston, Texas on June 19, 1865, informing enslaved African-American's of their freedom and the end of the Civil War, enforcing the Emancipation Proclamation issued more than two and a half years prior, on January 1, 1863, by President Abraham Lincoln.
2. **Observation:** For Calendar years 2022 and 2023, Juneteenth shall be commemorated and observed within the District by granting one (1) floating holiday, on June 20, 2022, and one (1) floating holiday on January 1, 2023, to unit members, equal to the scheduled workday of paid leave. Bargaining unit members shall work with their supervisor to schedule the floating holiday, which will not roll over or accrue beyond the end of the calendar year.
3. **Future Observance:** Beginning in calendar year 2024, Juneteenth is to become a recognized local holiday with a mandated day of observation and day on which the District shall close. The holiday shall be granted to unit members and noted on the District academic calendar. This may include alternative dates of observance designated by CCCCCO, in the event the holiday is added to Education Code sections 79020 and 88203.

This Agreement shall take effect upon its execution and approval by the Parties, and shall be deemed to be effective through December 31, 2023. This Agreement shall supersede any existing policy or practice to the contrary, including District rules or regulations bearing upon the same subject, and shall continue in full force and effect unless revoked, amended, or modified by a subsequent mutual written agreement of the Parties. The Parties further agree that either party may reopen this subject during formal successor and/or reopener negotiations.

For the District:  Date: 6/14/22

For the Association:  Date: 6-15-22