

1 MEMORANDUM OF UNDERSTANDING
2 PASADENA AREA COMMUNITY COLLEGE DISTRICT
3 AND THE
4 PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT)

5 LOCAL 6525

6 JUNE 14, 2022

7 JUNETEENTH HOLIDAY LOCAL OBSERVANCE
8
9

10 This Memorandum of Understanding (MOU or Agreement) between the Pasadena Area
11 Community College District ("District") and the PASADENA CITY COLLEGE CALIFORNIA
12 FEDERATION OF TEACHERS LOCAL 6525 ("PCC-CFT") (collectively "Parties") is expressly
13 made pursuant to the Educational Employment Relations Act and the Collective Bargaining
14 Agreement (CBA) between the Parties. The Parties do hereby agree:

- 15
16 1. **Juneteenth Holiday:** The Parties hereby recognize the importance of Juneteenth,
17 commemorating General Granger's announcement in Galveston, Texas on June 19, 1865,
18 informing enslaved African-American's of their freedom and the end of the Civil War,
19 enforcing the Emancipation Proclamation issued more than two and a half years prior, on
20 January 1, 1863, by President Abraham Lincoln.
21
22 2. **Observation:** For Calendar years 2022 and 2023, Juneteenth shall be commemorated
23 and observed within the District by granting one (1) floating holiday, on June 20, 2022,
24 and one (1) floating holiday on January 1, 2023, to unit members, consisting of eight (8)
25 hours of paid leave. Bargaining unit members shall work with their supervisor to schedule
26 the floating holiday, which will not roll over or accrue beyond the end of the calendar year.
27
28 3. **Future Observance:** Beginning in calendar year 2024, Juneteenth is to become a
29 recognized local holiday with a mandated day of observation and day on which the District
30 shall close. The holiday shall be granted to unit members and noted on the District
31 academic calendar. This may include alternative dates of observance designated by
32 CCCCCO, in the event the holiday is added to Education Code sections 79020 and 88203.
33

34 This Agreement shall take effect upon its execution and approval by the Parties, and shall be
35 deemed to be effective through December 31, 2023. This Agreement shall supersede any existing
36 policy or practice to the contrary, including District rules or regulations bearing upon the same
37 subject, and shall continue in full force and effect unless revoked, amended, or modified by a
38 subsequent mutual written agreement of the Parties. The Parties further agree that either party
39 may reopen this subject during formal successor and/or reopener negotiations.
40

41
42
43 For the District:  Date: 06/14/2022

44
45
46 For PCC-CFT:  Date: 06/15/2022
47 UNION PRESIDENT