

ARTICLE 9. WORKING CONDITIONS

Introduction and General Provisions

Academic Year

The work year for all unit members, unless otherwise provided for in this Agreement, shall be composed of two (2) semesters of approximately seventeen and one-half (17-1/2) weeks duration not to exceed one hundred and seventy five (175) days of assigned duties. Sundays and holidays shall not be counted as days of the academic year.

Inter-sessions are voluntary assignments during contractually authorized work periods occurring between, but not overlapping, with the one hundred and seventy five (175) days comprising the Fall and Spring semesters. Inter-sessions do not include Summer Session.

9A. Faculty Schedules

9A.1 Consultation.

Management shall develop academic discipline and individual schedules in consultation with Contract and Regular faculty and in accordance with the Discipline Plan described in the Enrollment Management Article (29E.4), that will provide for student needs and will maximize faculty performance by considering faculty preferences and the avoidance of unreasonable time periods. Management will work with each faculty member to develop a schedule that avoids unreasonably long time gaps between classes and unreasonably short time gaps between the end of one work day and the beginning of the next work day. This process will consider faculty preferences and professional development opportunities, including the opportunity to teach in a unit member's primary and secondary discipline(s). (See [Article 10C](#) [Article 1C.1](#) for definition of primary and secondary disciplines.)

No less than eleven (11) consecutive hours shall normally elapse between the end of the last assigned hour that is part of regular load on one day and the beginning of the first assigned hour that is part of regular load on the following day, unless agreed otherwise by the individual faculty member. Insofar as possible, a reasonable assignment for full-time teaching and counseling faculty is a day of six (6) continuous hours.

- a. A Contract or Regular unit member shall not, without his/her consent, be assigned to any of the following assignments:
 - (1) A counseling assignment of more than that defined in [Article 10D.1d](#). In addition, for each teaching unit of a scheduled counseling class, the counselor teaching that class shall be credited with the appropriate number of "A" hours of student contact during the period of the course and the remainder of their semester workload shall be reduced proportionally.

- (2) A librarian assignment of more than that defined in [Article 10D.1e](#). In addition, for each teaching unit of a scheduled library class, the librarian teaching that class shall be credited with the appropriate number of “A” hours of student contact during the period of the course and the remainder of their semester workload shall be reduced proportionally.
 - (3) Other unit members: Full-time and Part-time (Adjunct), other than instructors, counselors, or librarians shall be assigned for no more than that defined in [Article 10D.1f](#).
- b. A Contract or Regular unit member shall not, without his/her consent, be scheduled for any of the following assignments unless there is a programmatic need in accordance with the Discipline Plan described in the Enrollment Management [Article 29](#) or to achieve a full load:
- (1) A split assignment between work sites on the same day without mileage paid at the then current Federal Internal Revenue Service rate.
 - (2) A day assignment following an evening assignment by less than eleven (11) hours.
 - (3) Correctional facilities. (No assignment without consent regardless of programmatic needs.)
 - (4) Teaching more than three (3) consecutive lecture hours or four (4) consecutive laboratory hours or combined lecture-and-laboratory hours without a half-hour break.
 - (5) A course or service scheduled on Saturday if a Part-time (Adjunct) faculty member is assigned to the same course or service on a weekday.
 - (6) No unit member shall be required, on an annual basis, to teach more [than three new preparations in a semester regardless of whether the course format is face-to-face, hybrid, or online unless more than three are preparations needed to achieve a full load. \(See Article 10f.3 for supporting online language.\)](#) ~~new preparations than the average number of new preparations taught by Contract, Regular or Temporary unit members in their discipline unless said unit member would not otherwise be able to receive a full time assignment.~~ A new preparation is a course of two (2) units or more which the unit member has not taught within the previous three (3) years. A revised course does not constitute a new preparation. Exceeding the average number of new preparations must be done on a rotational seniority basis. Rotational seniority is defined in [Article 10C. below](#).
 - (7) Full-time unit members may not be assigned without their consent to more evening assignments per academic year than the average of each of the other full-time members of the discipline [unless such assignments are necessary to create a full-time load. If the number of assignments available before 5:00 p.m. is insufficient for all full-time faculty in a discipline to receive full loads, then evening assignments shall be made on a rotational basis \(Article 10C.a\) in order of seniority or by mutual agreement of faculty in the discipline.](#) Evening

assignments begin on or after ~~4:30~~ 5:00 p.m. for unit members.
~~instructional unit members and at 4:30 p.m. for other unit members.~~

- c. If, after consulting with the affected unit member, the District concludes that there is no reasonable way to avoid the assignments enumerated above, then the District may require a unit member to perform one of the following:
- (1) A day assignment following an evening assignment by less than eleven (11) hours.
- OR
- (2) Day assignments and an evening assignment occurring on the same day.

9A.2 Schedule Notification.

~~Every attempt will be made to notify a~~ All Contract and Regular unit members who are teaching classes shall be notified in writing of their initial assignment for the following academic year by the end of February, barring unusual circumstances. January 30th. If a specific assignment is not offered to a Contract or Regular unit member, the local administrator or designee shall provide the explanation, in writing, if requested by the affected faculty member.

9A.3 Section Cancellation Consultation.

Prior to the cancellation of any class section that has been listed in the Schedule, the Dean will consult with each affected faculty member about the proposed cancellation and will give the reasons for the cancellation and discuss the alternatives to teaching the section.

a. Cancellation Before First Day of Instruction.

A class shall not be cancelled prior to the first day of instruction unless the College has given five (5) working days prior oral or written notice (by telephone, ~~or~~ U.S. mail, or email) to the instructor of the possibility that the class might be subject to cancellation. If such notice is not given, a class shall not be subject to cancellation until the first class meeting. For the purpose of this Article, the five (5) working days begin the date the mailed notice is put in the mail and postmarked.

b. Bumping Rights.

Contract, Regular, and Temporary unit members who experience a class cancellation (for load) may bump a Part-time (Adjunct) unit member only before the first class meeting and only if the unit member's load drops below full-time after any non-banked overage is used to bring the load back to full-time. (See Article 10D.9.)

9A.4 Student Grievance Action

Unit members shall not be required to attend a hearing on a student grievance filed against them if the student grievance timeline occurs outside of either the Fall or Spring semesters. Moreover, it is agreed that in such circumstances an effort will be made to

suspend the timelines to hear the grievance during the academic year. The student grievance process shall follow Board Policy 5513.

9B. ~~Course Outline/Syllabus Requirement~~

All instructors agree as part of their contract to teach, at a minimum, the material as specified in the course outline of record. At the beginning of each semester, F

By the end of the first full week of classes, faculty shall submit to their Division Deans, a copy of a syllabus for each course taught. For short-term classes, submission shall be by the end of the second class meeting. For online classes, submission shall be by the end of the first week of classes. The syllabus ~~must~~ shall include the instructor's information (name, office number, phone, voicemail, and e-mail), office hours, ~~course content and expectations (general course content, course objectives and prerequisites),~~ textbook(s), and course supplies (required supplements and/or recommended text, special required supplies), ~~the method for calculating the final course grade~~ an explanation of the manner in which final grades will be calculated, dates to know (last day for "W", date and time of final examination), and other supplemental information including safety requirements. In addition, the syllabus should include a statement of student responsibilities and behaviors and a summary of course content and expectations (general course content, course objectives, and prerequisites).

The Dean shall notify unit members for whom there is no syllabus on record or if a syllabus is submitted with deficiencies. The Dean shall provide a receipt of acceptance of the syllabus to the unit member upon written request by the unit member.

9C. Safety

The District shall provide safe working conditions for all unit members as required by law, continuous monitoring of working conditions, and the correction of unsafe working conditions. The responsibility for safe working conditions is that of the District, and the responsibility for the maintenance of safe procedures and practices is that of the unit member.

9C.1 ~~Mandatory sSafety/Emergency Management tTraining~~

Mandatory safety training of the District's Injury and Illness Prevention Plan, Emergency Action Plans, Fire Protection and Prevention Plan shall be required in order to meet California OSHA training requirements in accordance with the California Code of Regulations, Title 8, Subchapter 7, Sections 3203, 3220, and 3221, and where hazardous materials, chemicals, or dangerous equipment are routinely used and which are subject to state and federal regulations mandating safety training for instructors and students.

Mandatory emergency management training shall be required to comply with the California State Chancellor's Office recommendations identified in the Disaster Resistant Community College training matrix. It is the CLPCCD's responsibility to follow the California Emergency Services Act (CA Government Code Sections 3100-3109).

Mandatory safety training shall be required where hazardous materials, chemicals or dangerous equipment are routinely used and which are subject to state and federal regulations mandating safety training for instructors and students. Affected unit members shall be required to attend these training programs and failure to attend shall subject the unit member to discipline.

9C.2 Health and/or Safety complaints

Unit members shall make all health and/or safety complaints in writing to their Dean and the Director of Campus Safety ~~&~~ and Security. If the issue is not resolved to the satisfaction of the unit member within ten (10) days, then he/she may appeal to their College President. The College President shall notify, in writing, the unit member who complained and the Faculty Association within thirty (30) days from the day they received the complaint. The College President's response shall state the actions taken by the District to remedy the problem. No unit member shall be retaliated against for filing a health or safety complaint.

9C.3 Procedure in the Event of Immediate Serious Threat

In the event of an immediate serious threat to the safety of the unit member, students, and or staff within the classroom or affiliated agency instructional environment, the unit member may vacate the class without loss of pay until the emergency has been alleviated. ~~However,~~ the unit member must immediately report the emergency to Campus Safety and Security (or 911 when appropriate), which will determine the appropriate action and when the threat has been alleviated. The unit member may request information regarding alleviation of the threat or emergency from Campus Safety and Security. his or her Dean who shall determine the appropriate action.

9C.4 Reporting of Threats

If any person on campus within the instructional environment makes a real or implied threat of bodily injury ~~and/or~~ property destruction, ~~the a~~ unit member must:

- a. report the threat immediately to ~~the~~ Campus Safety and Security and to the unit member's Dean or Administrator in Charge;
- b. request the removal of the person or persons from class meetings for a period of time as authorized under the California Education Code;
- ~~e. make a formal request that the District make every reasonable effort to make the work environment secure;~~
- ~~d. in instances of actual assault and/or battery or property destruction, it is the duty of any unit member, and the duty of any unit member's Dean, who has knowledge of an incident, to~~
- c. report immediately report any instance of actual assault and/or battery or property destruction to the Office the incident to the Director of Campus Safety & and Security.

9C.5 CPR, First Aid, or Safety Training

~~Four hours of~~ Cardio-Pulmonary Resuscitation (CPR), First Aid, or Safety training shall be required ~~of unit members as stipulated in the CLPCCD Illness and Injury Prevention Program. from a certified training program every three years for all unit members (Regular, Contract, Temporary, and Part-time Adjunct) who supervise Chemistry laboratory science courses.~~ The District shall pay the cost of this required training and shall pay Part-time (Adjunct) unit members to attend at the rate set forth in [Article 21G.2.b.](#)

~~9C.6~~ **Cost of CPR Course**

The District shall pay for the CPR course for all unit members in programs where CPR credentials are required by this Agreement or regulatory agencies. (For example: including, but not limited to, Nursing, Dental Hygiene, Emergency Medical Technician, Medical Assisting, Fire Science.)

9D. Protective and Specialized Attire and/or Medical Tests and Vaccinations

Protective and specialized attire and/or Medical Tests and Vaccinations required by the District or affiliated agency shall be furnished at no cost to the unit member. [Protective and specialized attire shall be worn by the unit member as appropriate to the task.](#)

9E. Medical Exams

9E.1 Tuberculosis (TB) Testing

As required by State law, all unit members must have a Tuberculosis (TB) test every four (4) years. [This test can be waived if a qualified health care provider certifies that the unit member is at risk for excessive x-ray radiation, will test positive to the PPD skin test, and is clinically negative for tuberculosis.](#) The unit member shall be responsible for the cost of the [tuberculosis \(TB\)](#) test upon hiring. All subsequent tests will be paid for by the District. Faculty can receive the [tuberculosis](#) TB test without charge at either College's Student Health Center. Unit members, who do not have current Tuberculosis (TB) test results on file with the District, will be placed on an unpaid Leave of Absence until the Tuberculosis (TB) test results have been received and acknowledged by the District ~~Payroll~~ [Human Resource Services](#) Office. Unit members will be given written notice on or about ~~90 days, 60 days, and 30-45~~ days before they are required to submit their TB test. The notices will inform the unit member that if they do not have a current TB test result on file with the District, they will be placed on an unpaid Leave of Absence until the TB test results have been received and acknowledged by the District ~~Payroll~~ [Human Resource Services](#) Office.

9F. ~~Vehicle~~ Travel Reimbursement Costs

Unit members shall be reimbursed for the pre-approved use of their personal vehicles while on official District business at the rate established by the District. This rate of reimbursement shall be based upon the prevailing Internal Revenue Service allowable

non-taxed rate of reimbursement. Mileage reimbursement will be provided when unit members attend a mandatory meeting off the site of their regular campus assignment, except for Convocation days.

Contract and Regular faculty who as a part of load teach at more than one location in one day shall be paid for travel between his/her duty station and the second teaching location.

9G. Graduation

The District will provide academic regalia for graduation ceremonies. Unit members who own their own academic robes may wear them.

9H. District-Provided Office Facilities and Work Spaces

Each college shall provide office space to all Contract, Regular, Temporary, and Part-time (Adjunct) unit members. Said offices shall have phones and computers with electronic mail availability. It is understood that Part-time (Adjunct) unit members shall share office space and that Contract, Regular, and Temporary unit members may share offices.

Unit members may access appropriate ~~District facilities~~ College offices facilities and workspaces during regular operational hours. Access between the hours of 11 p.m. and 6 a.m. during prohibited hours requires prior notification of Campus Safety and Security. ~~to the College President or designee who will notify Security in advance.~~ Unit members must contact Campus Safety and Security upon arrival. Unit members who do not give prior notice or make contact upon arrival may violating these prohibitions shall be subject to denial of access to office facilities or workspaces. ~~disciplinary action.~~

Unit members' access to the facilities is prohibited from 11 p.m. — 6 a.m. unless arrangements are agreed to with the appropriate manager.

- a. Institutional Closure: When the campus is closed, ~~During periods of institutional closure(s)~~ there will be no access to District facilities, except for authorized unit members who provide notification in accordance with the above, or, if applicable, the general public at pre-approved scheduled events in specific facilities.
- b. Unauthorized appropriation of District facilities, equipment, supplies or materials is prohibited (i.e., authorization of manager responsible for the facilities, equipment, supplies or materials is required).

~~9I.~~ Access to Work Spaces

Unit members will be given access to work spaces as needed by their job assignment by obtaining written approval of the appropriate manager. The unit member must return all keys issued to the unit member by the District upon separation from the District or upon the request of the District.

9I. Keys, Property, and Safety and Security Cameras

- a. Return of Keys

Unit members must return all keys, keycards, and identification cards issued to them by the College and/or District upon separation from the District or upon request of District.

b. Return of Property

Unit members must return College and District property upon separation from the District or upon request of the College and/or District.

c. Safety and Security Cameras

Unit members shall be notified before any safety and security camera is placed in classroom or laboratory spaces in which they work. No evaluation or discipline shall derive from the use of or information gathered from said cameras. Safety and security cameras shall not be placed in unit members' offices.

9J. Reimbursement for Damaged Personal Property

Unit members shall be reimbursed by the District for the cost of replacing or repairing the personal property of the employee, when such property is damaged in the line of duty and without the fault of the employee provided however that:

- a. Reimbursement shall not be made for theft of personal property.
- b. Reimbursement shall not be made for damage to any motor vehicle.
- c. Reimbursement shall not be made for less than \$25 or more than \$200 per incident.

The Vice Chancellor of Business Services of the District shall receive and review all such claims. He/she shall forward a recommendation for reimbursement or denial to the Chancellor.

When a unit member is reimbursed for the costs of replacing or repairing personal property or the actual value of such property, the District shall, to the extent of such reimbursement, be subrogated to any right of the employee to recover compensation for such damaged property.

9K. Parking

The District shall provide free parking to all faculty, including those on Emeritus Status upon request ([Article 33A.2](#)).

9L. Grading and Deadlines

9L.1. Assignment of Grades

Assignment of all grades is the sole responsibility of the instructor of record.

When grades are given for any course of instruction, the grade given to each student shall be determined by the instructor of the course and the determination of the student's grade by the instructor, in the absence of mistake, fraud, bad faith, or incompetence, shall be final (Education Code Section 76224). (~~See Section 9O and 9P.~~)

Neither grading of assignments nor submission of grades shall be delegated to any other person. Unit members shall submit grades by the deadlines established and published by the Office of Admissions and Records and agreed to by the Academic Calendar Committee (see Article 8C.4).

9L.2. Notification of Grade Change

The Office of Admissions and Records shall notify each unit member in writing, either electronically or in hardcopy, when a grade change for a course taught by that instructor is entered onto a student record. This notification shall occur within thirty (30) days of the grade change.

9L.3. Training in the Use of Electronic Grade Submission System

The District shall provide technical training in the use of the District's electronic grade submission system to any unit member requesting such training. Part-time (Adjunct) faculty shall be provided training during their first term of employment and shall be paid one hour for training according to the Alternate Duty rate, per Article 21G.2. The service is to be reported on the Service Report: Academic Non-Instruction, which can be accessed on the Human Resource Services website: www.clpccd.org/hr.

9L.4. Dropping and Adding Students to Classes Electronically: Assignment of Incomplete Grades

All unit members shall have the right to assign Incomplete grades and drop and add students to classes electronically without the need to personally fill out forms with the Office of Admissions and Records, provided that Title V requirements for submission of these grades/actions are met.

9M. Reasonable Accommodation

Pursuant to Board of Trustees Policy 4029 and in accordance with the 1990 Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) the Chabot-Las Positas Community College District prohibits discrimination against employees with physical or mental disabilities that limit one or more major life activities such as working, walking, talking, seeing, hearing, or caring for oneself. People who have a record of such disabilities and those regarded as having a disability are also protected. The District will take all actions necessary to comply with the ADA and FEHA.

9M.1 Procedure for Accommodation

A unit member with a disability who is seeking reasonable accommodations must submit a Request for Accommodations form (See Appendix: Accommodations: Request Form) to Human Resources at least one (1) month prior to the beginning of the semester or as soon as the need for the accommodation is known by the unit member. On this form, he/she shall specify: a) the job-related functions at issue; and b) the desired accommodation(s). Unit members may request accommodation verbally and follow up with a written request per this section.

9M.2 Medical Verification of Existence of a Disability

The District will require confidential medical verification of the existence of a disability. The District may require an employee to undergo a fitness for duty examination to determine whether the employee can perform the essential functions of the job with or without reasonable accommodation. The District may also require that a District-approved physician conduct the examination.

9M.3 Interactive Process Discussion

Human Resources will review the unit member's request, and the medical verification, if applicable, and meet with the unit member to obtain any other proposed accommodation information. The unit member is entitled to representation by the Faculty Association at the meeting. The purpose of the discussion is to work in good faith to fully discuss all feasible potential reasonable accommodations. If there is more than one possible reasonable accommodation, the District may select which accommodation to implement. The District will not provide accommodation(s) that would pose an undue hardship upon District finances or operations, or that would endanger the health or safety of the unit member or others.

9M.4 Reasonable Accommodation Offer

Based on the outcome of the interactive process, the District shall make a "reasonable accommodation offer" to the unit member, if appropriate. A copy of the offer shall be sent to the Faculty Association representative responsible for the Requests for Accommodation. The unit member may meet with Human Resources to discuss the reasonable accommodation offer. Once a reasonable accommodation has been implemented, the unit member may meet with Human Resources to discuss whether the accommodation has been effective. The unit member is entitled to representation by the Faculty Association at these interactive meetings.

The District recognizes its obligation to negotiate with the Faculty Association on any negotiable issue affected by the "Reasonable Accommodation Offer".

9M.5 Ergonomic Equipment

Unit members who qualify as disabled under State or Federal Law (i.e., the California Fair Employment and Housing Act or the Americans with Disabilities Act), and who have a medically verified condition which could be alleviated by ergonomic equipment, and who request such equipment will be provided the necessary ergonomic equipment at no cost to the unit member, unless providing the ergonomic equipment would create an undue hardship to the District's finances or operations or would endanger the health or safety of the unit member or others. Procurement of ergonomic equipment shall be the responsibility of the District.

9M.6 Confidentiality of Medical Information

Any party who receives confidential information regarding an employee's medical diagnosis, medical history or treatment plan will safeguard such information to the maximum extent permissible that will still allow each party to perform its obligations under this Agreement and the law. Each party assumes full responsibility for its own improper disclosure of confidential medical information obtained through this process. Confidential medical information provided by a unit member's physician will only be released to the Faculty Association with the written permission of the unit member.

~~Pursuant to Board of Trustees Policy 4029 and in accordance with the 1990 Americans with Disabilities Act (ADA) the Chabot-Las Positas Community College District prohibits discrimination against employees with physical or mental disabilities that substantially limit activities such as working, walking, talking, seeing, hearing or caring for oneself. People who have a record of such impairment and those regarded as having an impairment are also protected.~~

9M.1 Procedure for Accommodation.

~~A unit member with a disability who is seeking reasonable accommodations under the terms of the Americans with Disabilities Act must submit a Request for Accommodations form (See Appendix: Accommodations: Request Form) to Human Resources at least one (1) month prior to the beginning of the semester or as soon as the need for the accommodation is known by the unit member. On this form, he/she shall specify the functional limitation(s) as a result of the disability and the desired accommodation to do the job because of these limitations.~~

9M.2 Medical Verification of Accommodation

~~The employee shall provide verification of the disability. If the District deems the medical verification is insufficient, the District, with the signed consent of the unit member, shall contact the "medical" provider for the limited purpose of determining the unit member's functional limitation(s) and proposed accommodation(s) with specific concern to (failure to provide sufficient verification will result in no accommodation):~~

- ~~a. the unit member's ability to perform the specific job with or without accommodation;~~
- ~~b. the unit member's ability to perform the job without posing a "direct threat" to the health or safety of the unit member or others;~~
- ~~c. "Medical provider" shall include a doctor, psychologist, rehabilitation counselor, occupational or physical therapist, nurse practitioner, certified nurse midwife or other professional, with knowledge of the unit member's functional limitation(s).~~

9M.3—Direct Process for Accommodation—Review of Request and Information

~~Human Resources shall review the unit member’s request, the information from the “medical provider”, if applicable, and meet with the unit member to obtain any other proposed accommodation information in order to complete the Accommodation Analysis. The unit member is entitled to representation by the Faculty Association at the meeting. If there is more than one possible reasonable accommodation, the District may select which accommodation to implement among those that would be most reasonable under the circumstances. If appropriate, the District shall make a “reasonable accommodation offer” to the unit member. A copy of the offer shall be sent to the Faculty Association representative responsible for the Requests for Accommodation. The unit member and/or the Faculty Association shall have ten (10) days to accept or reject the offer.~~

9M.4—Required Notice of Accommodation to Faculty Association and Faculty Association Request for Negotiation.

~~The District shall provide to the Faculty Association, as the law requires, information considered in the Accommodation Analysis. Any medical information will be released if there are negotiable issues and with the written permission of the unit member.~~

~~The District recognizes its obligation to negotiate with the Faculty Association on any negotiable issue affected by the “Reasonable Accommodation Offer”.~~

~~Upon receipt of the “Reasonable Accommodation Offer,” or upon receipt of the District’s notice that there appear(s) to be negotiable issue(s), the Faculty Association may request that the parties enter into negotiations on the impact of the “Reasonable Accommodation Offer.”~~

9M.5—Ergonomic Equipment

~~Unit members who qualify as disabled under State or Federal Law (i.e., the California Fair Employment and Housing Act or the Americans with Disabilities Act), and who have a medically verified condition which could be alleviated by ergonomic equipment, and who request such equipment shall be provided the necessary ergonomic equipment at no cost to the unit member, unless the cost of the equipment would create an undue hardship to the District.~~

9M.6—Confidentiality of Accommodation Information

~~The existence and nature of a claimed disability and any medical information related to a claimed disability are confidential information. Any party that receives such information shall safeguard such information to the maximum extent permissible that will still allow each party to perform its obligations under this Agreement and the law. Each party assumes full responsibility for its own improper disclosure of confidential information obtained through this process.~~

9N Admission of Students to College Programs

Unit members teaching in a specialty programs (i.e., Nursing, Dental Hygiene, Automotive, and others) shall have the authority to determine admission requirements to said programs. Admission requirements shall conform to Title V requirements and be submitted to the program's dean for review and approval.

~~**9O (Moved and consolidated into Article 9L) Online Grading and Attendance Reporting**~~

~~See Appendix: MOU: Online Grading and Attendance Reporting.~~

~~**9P (Moved and consolidated into Article 9L) Grade Change**~~

~~See Appendix: MOU: Grade Change.~~

9O Cost of Fingerprinting

The unit member shall pay for the fingerprinting required for employment.

Tentative Agreement: January 1, 2012 – December 31, 2014