

**Memorandum of Understanding
Between the Chabot-Las Positas Community College District and
the Service Employees International Union, Local 1021
June 25, 2025**

This Memorandum of Understanding (MOU) is intended to clarify the language within the Collective Bargaining Agreement (CBA), specifically Article 15.11. Current language within Article 15.11 states:

Effective July 1, 2020, this longevity schedule replaces the prior longevity schedule. This new longevity schedule is not retroactive:

- a. At the beginning of the 8th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- b. At the beginning of the 10th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- c. At the beginning of the 12th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- d. At the beginning of the 14th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- e. At the beginning of the 16th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- f. At the beginning of the 18th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- g. At the beginning of the 20th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- h. At the beginning of the 22nd year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- i. At the beginning of the 24th year of continuous employment with the District, members shall be eligible for a longevity increase of 2.0%.*

In order to comply with reporting requirements of the California Public Employees Pension System (CalPERS) and Public Employees Retirement Law (PERL), the Parties agree to modify the language within the CBA as follows:

Retroactive to July 1, 2020, the District agrees to pay monthly as special compensation a longevity increment for long service employees. Each longevity increment shall be compounded upon the prior longevity amount.

- a. At the beginning of the 8th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*
- b. At the beginning of the 10th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.*

c. At the beginning of the 12th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.

d. At the beginning of the 14th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.

e. At the beginning of the 16th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.

f. At the beginning of the 18th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.

g. At the beginning of the 20th year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.

h. At the beginning of the 22nd year of continuous employment with the District, members shall be eligible for a longevity increase of 1.5%.

i. At the beginning of the 24th year of continuous employment with the District, members shall be eligible for a longevity increase of 2.0%.

The compounded longevity percentages shall be as follows:

Years of Service	Base Longevity	Compounded Percentage
8	1.50%	1.50%
10	3.00%	3.02%
12	4.50%	4.57%
14	6.00%	6.14%
16	7.50%	7.73%
18	9.00%	9.34%
20	10.50%	10.98%
22	12.00%	12.65%
24	14.00%	14.90%

For the District:

 6/25/25

For the Union:

 06/25/2025