

## MEMORANDUM OF UNDERSTANDING

The Los Angeles Community College District and the American Federation of Teachers College Guild Local 1521 agree that under the provisions of Article 16, Adjunct Assignments, Retention and Seniority, faculty seniority rights will not be adversely affected by the implementation of AB 340, the California Public Employees' Pension Reform Act of 2013 which will go into effect on January 1, 2013.

Additionally, the eligibility for assignment to an intersession immediately after retirement, as stipulated in Art 15 C 4, will be postponed to the next subsequent corresponding intersession, subject to the availability of an assignment and placement of the retiree on the intersession priority list.

Beginning January 1, 2013 retirees on a seniority list will not be adversely affected by AB 340. Throughout the 180-day "sit-out" period, seniority lists will reflect a *Withdrawal* ("W"), which will not negatively affect a retiree's seniority rights. The "sit-out" period will not count as a "Refusal" in determining seniority rights.

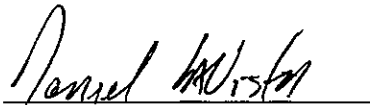
### **Justification:**

One of the provisions of AB 340 is a \$0 earnings limit during first 180 days of retirement, regardless of age. This post-retirement employment limit will apply to current actives who retire on or after January 1, 2013, or new members after January 1, 2013. This limit will require a STRS member to "sit out" for the first 180-days of retirement before a retiree could be compensated for his/her work in an STRS environment.

In complying with the provisions with AB 340, the parties will ensure that seniority rights and intersession eligibility for retiring faculty are not adversely affected.

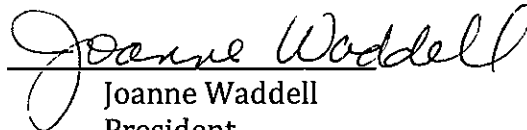
Dated: November 13, 2012

**For the District:**



Daniel LaVista  
Chancellor

**For the AFT:**



Joanne Waddell  
President