

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS CLASSIFIED EMPLOYEES ASSOCIATION (LRCEA)

January 1, 2026 – December 31, 2026

Topic:

Extension of the Los Rios Community College District Remote Work Agreement Pilot Program.

Background:

This memorandum of understanding (“MOU”) is agreed to between Los Rios Community College District (“District”) and the Los Rios Classified Employees Association (“LRCEA”) concerning the extension of the Remote Work Agreement Pilot Program for the period of January 1, 2026 through December 31, 2026.

The District recognizes the benefit of allowing employees to work at alternate locations, such as from a home office (“remote working”), when such work is operationally feasible and in the best interest of the Los Rios Community College District community and the students its serves. This MOU explains the conditions under which the District permits remote working. The parties have met and conferred regarding the Remote Work Agreement and agree to the following terms and conditions.

Agreements


1. The Remote Work Agreement is a pilot program that shall continue in effect for the period January 1, 2026 through December 31, 2026. During such time, the District shall evaluate its effectiveness, and consider extension.
2. The Remote Work Agreement is voluntary and may be revoked or suspended at any time.
3. An employee’s daily remote work schedule shall be created in conjunction with, and approved by the employee’s first level supervisor/manager, as well as the area manager.
4. Remote work is only feasible for employees where the essential functions of the position can be effectively performed away from the campus/District Office location.
5. The employee is required to have a California home address on file with Human Resources.
6. The terms within the Remote Work Agreement do not alter or supersede the terms of the existing employment relationship, or the terms of the employee’s Collective Bargaining Agreement.
7. The terms within, or any subsequent changes to, the Remote Work Agreement shall not be grieved.

LRCCD:



Mario Rodriguez, Executive Vice
Chancellor, Finance & Administration

LRCEA:


Jake Hughins (Dec 15, 2025 15:59:40 PST)

Jake Hughins, President



Carrie Bray, Vice Chancellor, Human
Resources



Ken Cooper, Vice President

Remote Work MOU LRCEA - 2026


Final Audit Report

2025-12-18

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 Agreement completed.

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