

**Memorandum of Understanding Between Peralta Community College District
and Peralta Federation of Teachers Regarding Pay Restitution Remedy**

The Peralta Community College District ("District") and the Peralta Federation of Teachers ("PFT") have met in good faith and hereby agree to the following:

1. Eligibility
 - a. This agreement shall not apply to underpayments resulting from improper initial salary placements for the first two (2) pay cycles after first rendering service as a new full- or part-time faculty.
 - b. This agreement shall not apply to underpayments equal to less than 5% of wages owed on the scheduled payday.
2. Underpayment Restitution
 - a. Any unit member who is paid less than the wages owed to them in a regularly scheduled pay cycle shall receive, as restitution, a sum equal to fifty dollars (\$50) per calendar day that wages are late.
 - b. Restitution shall cease to accrue and be due upon payment of wages.

This provision shall not be considered a waiver of any rights a unit member has to pursue a wage claim under federal or state law.

For Peralta Community College District:

By: Frances L. White

Frances L. White, Ph.D., Acting Chancellor

Date: 6/20/19

By: Chanelle Whittaker

Chanelle Whittaker, J.D., Vice Chancellor for
Human Resources & Employee Relations

Date: 6/20/19

For Peralta Federation of Teachers:

By: Jennifer Shanoski
Jennifer Shanoski, President

Date: 6/20/19

By: Rick Greenspan
Rick Greenspan, Chief Negotiator

Date: 6/27/19