

Memorandum of Understanding
Between
Santa Monica Community
College District
and the
California School Employees Association and its Santa Monica College
Chapter # 36

June 26th, 2025

This Memorandum of Understanding (“MOU”) is entered into by the Santa Monica Community College District (“District”) and the California School Employees Association and its Santa Monica College #36 (collectively, “CSEA”) regarding the District’s role in support of CSEA bargaining unit members (“Unit Members”) who may be directly impacted by unlawful Federal Immigration Enforcement activities during working hours. The purpose of this MOU is to acknowledge the challenges Unit Members may face due to the increased and indiscriminate Federal Immigration Enforcement activities occurring in Los Angeles County without warrants, and is intended to promote the well-being of those Unit Members in support of a safe and healthful workplace.

1. As used in this Memorandum of Understanding, an “Affected Unit Member” is an employee who has been detained by Federal Immigration Enforcement during their working hours or while coming and going to work if within the 30 minute period before after the start of their work shift. An “Affected Unit Member” does not include an employee who is not authorized to work in the United States.
2. The District agrees to retain one or more law firms to provide legal representation for Affected Unit Members. The legal representation shall be paid for by the District and shall be limited to providing legal services necessary to secure Affected Unit Members' release from detention.
3. District-provided legal representation is optional for Affected Unit Members. Affected Unit Members may pursue legal representation of their own choice at their own cost and expense.
4. An Affected Unit Member may convert any or all accrued sick leave into Personal Necessity leave to remain in paid status during the period of their detention.
5. This Memorandum of Understanding shall remain in effect through December 31, 2025, and will be subject to renewal pending agreement by the parties.

Signed and agreed to by:

For CSEA



Cindy Ordaz (Jun 26, 2025 13:33 PDT)

Cindy Ordaz
President

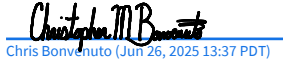
Date Signed: Jun 26, 2025



Derek Eckstein
Labor Relations Representative

Date Signed: Jun 26, 2025

For the District


Chris Bonvenuto (Jun 26, 2025 13:37 PDT)

CHRISTOPHER BONVENUTO
Vice President for Business and Administration

Date Signed: Jun 26, 2025











SMC_Federal Immigration Enforcement Response MOU_06-26-2025

Final Audit Report

2025-06-26

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