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**COUNTER-PROPOSAL
FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT
TO THE CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215**

April 5, 2024

This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT Local 6215 (“CCFF”) is expressly made pursuant to the Educational Employment Relations Act and the current Collective Bargaining Agreement between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 20:
FAMILY ILLNESS LEAVE**

20.1 Eligibility for Family Illness Leave

A Faculty Unit member shall be granted a necessary leave of absence with full pay for serious illness or injury in the employee’s immediate family.

20.1.1 A full-time Unit member is eligible to use a maximum of ~~three (3)~~ **five (5)** days or ~~twenty-four (24)~~ **forty (40)** hours of family illness leave in a fiscal year.

20.1.2 A part-time Faculty Unit member will be granted one (1) hour of Family Illness/Injury Leave for each ~~fifty-seven (57)~~ **twenty (20)** hours worked, not to exceed ~~twenty-four (24)~~ **forty (40)** of Family Illness/Injury Leave in a fiscal year.

20.2 Accumulation

Family Illness Leave does not accumulate from one (1) fiscal year [July 1 – June 30] to another.

20.3 Concurrent Leave Deductions

If the need for family illness leave is foreseeable, the unit member shall provide reasonable advance notification. If the need for family illness leave is unforeseeable, the unit member shall provide notice of the need for the leave as soon as practicable. Family illness leave is drawn from accrued sick leave, and
~~n~~No deduction shall be made from any other approved leave for use of Family Illness Leave.

20.4 Definition of Immediate Family

Immediate family for the purposes of this article shall be the same as Article 25, Bereavement.

[Note: This article is being modified due to recent amendments in the Healthy Workplaces Health Families Act (Lab. Code 245 et seq), and changes are consistent with SB616, effective January 1, 2024.]

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For the District:

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Vice-President, Human Resources/
Assistant Superintendent

For the Cerritos College Faculty Federation
AFT Local 6215:

Dr. April Bracamontes
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Dr. Lynn Wang
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