

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

February 23, 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 Education 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 25:
BEREAVEMENT LEAVE**

- 25.1 A Unit member shall be granted a paid bereavement leave of five (5) work days *for a death of a member of the Unit member's immediate family.*

~~**A bereavement leave is an approved absence due to the loss by death of a family member, a close friend, person related by blood or marriage, or whose domestic relations were close, or who was a close friend, or person(s) who lived in the same domicile as the faculty member at the time of death.**~~

*Immediate family for the purposes of this section includes: father, mother, brother, sister, spouse, registered domestic partner (as defined in California Family Code Section 297), child (biological, adopted, foster), grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, stepfather, stepmother, stepson, stepdaughter, legal ward living in the Unit member's immediate household, **fiancée** or any ~~relative~~ **person** living in the Unit member's immediate household.*

- 25.2 A Unit member shall be granted a ~~paid~~ bereavement leave ~~of~~ (three (3) ~~paid~~ work days ~~plus two (2) unpaid work days~~, or five (5) ~~paid~~ work days if out-of-state travel ~~or travel two hundred (200) or more miles~~ is required), for a death of the following family members: brother-in-law, sister-in-law, grandfather, grandfather-in-law, grandmother, grandmother-in-law, uncle, aunt, niece, nephew, foster parents ~~in lieu of father or mother~~, or former legal guardian.

- 25.3 ~~**A unit member shall be granted up to five (5) days of unpaid bereavement leave due to the loss by death of any individual not identified in sections 25.1 and 25.2 of this article.**~~

- 25.4 ~~**A Unit member may use accrued sick leave to remain in paid status during any unpaid bereavement leave.**~~

- 25.2 A Unit member must confirm and sign the Absence Certification form. If necessary, the Unit member's Dean/Area Manager may submit the form in the Unit member's absence.

- 25.3 Exceptions to the Article may be granted upon review and approval of the President/Superintendent or designee.

A work day is defined as any day in which ~~central~~ administrative offices of the District are open for business.

56 **25.5 The leaves described in Sections 25.1 and 25.2 may be taken non-consecutively,**
57 **but must be completed within three (3) months of the date of death of the family**
58 **member.**

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60 **25.6 The leaves described in Section 25.1 shall be available to Unit members that**
61 **experience a reproductive loss event (as defined in Govt. Code § 12945.6,**
62 **including but not limited to miscarriage or stillbirth by the Unit member or**
63 **partner), to be completed within three (3) months of the reproductive loss event.**
64 **The District shall maintain the confidentiality of the request and purpose of the**
65 **leave, except as necessary to affect the purpose of the leave.**

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67 For the District:

For the Cerritos College Faculty Federation
AFT Local 6215:

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73 Dr. Mercedes Gutierrez
74 Vice-President, Human Resources/
75 Assistant Superintendent

Dr. April Bracamontes
CCFF/Lead Negotiator

Dr. Lynn Wang
CCFF President

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