

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

April 19, 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 18:
SICK LEAVE**

[...]

18.12 Exhaustion of Sick Leave

After the exhaustion of all accumulated or extended sick leave, a unit member may return to work, resign, or retire if eligible. Full time unit members may also apply for an unpaid leave of absence under Article 28. If the full-time unit member applies for an unpaid leave, an initial leave of ~~up to one calendar year shall six (6) months may be granted.~~

If a unit member fails to return to work, resign, retire, or apply for an unpaid leave (or if a subsequent extension of an initial unpaid leave is denied) the unit member shall be separated from service with the District and placed on a medical reemployment list for a period of 39 months.

~~At the conclusion of all leaves of absence, paid or unpaid, a unit member that is unable to assume the duties of their position shall be placed on a medical reemployment list for a period of 39 months. At any time during the 39 months, the unit member may submit the notice specified in Article 18.9., after which a A full-time unit member shall be reemployed in the first vacancy within their discipline/FSA. Upon return to work, time on the medical reemployment list shall not be considered a break in service. A part-time unit member that has submitted the notice specified in Article 18.9 will be considered for future assignments as if they had not left due to injury/illness. The Office of Human Resources shall notify the **appropriate administrator and/or** department chair(s) of the date of the anticipated return of the part-time unit member.~~

~~A unit member who has exhausted all entitlement to sick leave or other available paid leave and who is absent because of nonindustrial accident or illness may request to be granted an additional unpaid leave consistent with Article 28.~~

[...]

For the District:

For the Cerritos College Faculty Federation
AFT Local 6215:

Dr. Mercedes Gutierrez
Vice-President, Human Resources/

Dr. April Bracamontes
CCFF/Lead Negotiator

57 Assistant Superintendent
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Dr. Lynn Wang
CCFF President