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

**DECEMBER 15, 2023**

This proposal from the Cerritos Community College District to the Cerritos College Faculty Association, 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 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) days or twenty-four (24) hours of family illness 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) hours worked not to exceed twenty-four (24) hours 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

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. **The District may require a Unit member to provide written notice of relationship and proof of illness (e.g. from a health care professional or evidence of treatment) for any absence due to an immediate family member’s illness/injury.**

For the District:

For the Cerritos College Faculty Federation  
AFT Local 6215:

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

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Dr. April Bracamontes  
CCFF/Lead Negotiator

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Dr. Lynn Wang  
CCFF President