



California  
School  
Employees  
Association

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Adam Weinberger  
Association President

Keith Pace  
Executive Director

Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



September 19, 2023

**Via Electronic Mail:**

Irlanda Lopez, President  
CSEA Cerritos Chapter 161

Re: Tentative Agreement (TA) on Reopener – Article 13 – Personal Necessity Leave

Dear President Lopez:

I have received the TA regarding the above-mentioned matter between the Cerritos Community College District and California School Employees Association and its Cerritos Chapter 161 for the 2022-23 school year(s).

It has been reviewed in accordance with Policy 610. I have found no apparent violation of law, CSEA's Constitution and Bylaws, or Policy.

Ratification for this TA *is* required. Please provide your Labor Relations Representative with the ratification date so that we may update our records.

*Please ensure your chapter complies with the Ratification Meeting requirements as identified in your chapter constitution and Policy 610 Ratification Notice.*

I would like to take this opportunity to acknowledge the time and effort spent by you and the Negotiating Committee in negotiations. Your involvement and dedications are truly appreciated.

Please feel free to contact my office at (626) 258-3340 or [hlim@csea.com](mailto:hlim@csea.com) if you have any questions or concerns.

Congratulations on your agreement!

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Heng Lim  
Field Director

HL/ep

Enclosure

Cc: Jody Grenier, Region 35 Representative; Olivia B. De Leon, Area G Director;  
Jerome Wilson, Labor Relations Representative

**TENTATIVE AGREEMENT  
CERRITOS COMMUNITY COLLEGE DISTRICT AND THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CERRITOS CHAPTER 161**

**September 11, 2023**

The tentative agreement herein between the Cerritos Community College District and the California School Employees Association and its Cerritos Chapter 161 is expressly made pursuant to the Educational Employment Relations Act, the Collective Bargaining Agreement between the parties, and the public notice provided for successor negotiations.

The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 13: PERSONAL NECESSITY LEAVE**

13.1 A maximum of sixty-four (64) hours of absence per year for illness or injury leave earned pursuant to the Sick Leave provisions of this Agreement, may be used by the unit employeemember, at his/her election, in cases of personal necessity, for the following purposes only:

- a) Death of a member of the unit employee'smember's immediate family (as defined in Article 14: Bereavement Leave) when additional leave is required beyond that provided in the Bereavement Leave provisions of this Agreement.
- b) Accident **or other urgent business**, involving the unit employee'smember's person or property, or the person or property of a member of the immediate family (as defined in Article 14: Bereavement Leave).
- c) Appearance in any court or before any administrative tribunal as a litigant, party, or witness under subpoena or any order made with jurisdiction. If the duration of the appearance comprises one-half (½) or less of the unit employee'smember's regular assignment, the employeemember shall return to work for the remainder of his/her assignment.
- d) Illness of a member of the unit employee'smember's immediate family (as defined in Article 14: Bereavement Leave).
- e) Birth of a child to the wife of a unit employeemember or to the daughter or daughter-in-law of a unit employeemember.
- f) Activities required by governmental agencies for the adoption of a child by the unit employeemember (or employee'smember's spouse), foster care placement of a child or ward with the unit employeemember.

g) Medical, dental, and/or vision care, appointments which cannot be scheduled during non-duty hours **for the unit member or immediate family (as defined in Article 14: Bereavement Leave).**

h) Imminent danger of the home of the unit **employeemember.**

i) To vote in local, state, or national elections.

j) **Holidays based upon religious beliefs or to fulfill religious obligations.**

k) **Transacting school-related business (as permitted by Labor Code §§ 230 et seq) of the unit member or immediate family (as defined in Article 14: Bereavement Leave).**

FOR THE DISTRICT

  
[Mercedes Gutierrez \(Sep 11, 2023 10:37 PDT\)](#)

Dr. Mercedes Gutierrez  
Vice President, Human Resources


  
[Joshua Taylor \(Sep 11, 2023 10:36 PDT\)](#)

Joshua Taylor  
District Counsel

FOR THE ASSOCIATION

  
[Erik Duane \(Sep 11, 2023 11:03 PDT\)](#)

Erik Duane  
CSEA Lead Negotiator

  
[Irlanda Lopez \(Sep 12, 2023 09:05 PDT\)](#)

Irlanda Lopez  
CSEA President



Jerome Wilson, LRR  
CSEA Representative