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**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 18:  
SICK LEAVE**

[...]

**18.12 Exhaustion of Sick Leave**

**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 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.**

**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.**

[...]

**[Note: The proposed language/procedure effectively mirrors what is available to classified personnel via Education Code 88195, albeit modified to account for the existing “return to work” and “unpaid leave” elements preexisting in the CCFF CBA. Similarly, the continued consideration of part-time personnel – rather than an automatic return right – is mirrored from Article 21. The District’s intent is to provide some certainty, and a reasonably equitable process/procedure, for faculty that find themselves in these circumstances.]**

For the District:

For the Cerritos College Faculty Federation  
AFT Local 6215:

\_\_\_\_\_  
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