

1 COUNTER-PROPOSAL
2 FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT
3 TO THE CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215
4

5 April 5, 2024
6

7 This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT
8 Local 6215 ("CCFF") is expressly made pursuant to the Education Employment Relations Act and the
9 current Collective Bargaining Agreement between the parties. The following article shall be deemed to
10 remain unchanged in the Collective Bargaining Agreement except as set forth below:
11

12 ARTICLE 25:
13 BEREAVEMENT LEAVE
14

15 **[Note: Will update/confirm numbering upon TA due to tracking format.]**

- 16 25.1 A Unit member shall be granted a paid bereavement leave of five (5) work days *for a*
17 *death of a member of the Unit member's immediate family.*
18

19 ~~**A bereavement leave is an approved absence due to the loss by death of a family**~~
20 ~~**member, a close friend, person related by blood or marriage, or whose domestic**~~
21 ~~**relations were close, or who was a close friend, or person(s) who lived in the**~~
22 ~~**same domicile as the faculty member at the time of death.**~~
23

24 *Immediate family for the purposes of this section includes: father, mother, brother,*
25 *sister, spouse, registered domestic partner (as defined in California Family Code*
26 *Section 297), child (biological, adopted, foster), grandchild, mother-in-law, father-in-*
27 *law, daughter-in-law, son-in-law, stepfather, stepmother, stepson, stepdaughter, legal*
28 *ward living in the Unit member's immediate household, fiancée or any relative person*
29 *living in the Unit member's immediate household.*
30

- 31
32 25.2 A Unit member shall be granted a paid bereavement leave ~~of~~ (three (3) paid work
33 days plus two (2) unpaid work days, or five (5) paid work days if out-of-state travel
34 or travel two hundred (200) or more miles is required), for a death of the following
35 family members: brother-in-law, sister-in-law, grandfather, grandfather-in-law,
36 grandmother, grandmother-in-law, uncle, aunt, niece, nephew, foster parents *in lieu of*
37 *father or mother*, or former legal guardian.
38

- 39 ~~25.3 **A unit member shall be granted up to five (5) days of unpaid bereavement leave**~~
40 ~~**due to the loss by death of any individual not identified in sections 25.1 and 25.2**~~
41 ~~**of this article.**~~
42

- 43 25.4 **A Unit member may use accrued sick leave to remain in paid status during any**
44 **unpaid bereavement leave.**
45

- 46 25.2 A Unit member must confirm and sign the Absence Certification form. If necessary,
47 the Unit member's Dean/Area Manager may submit the form in the Unit member's
48 absence.
49

- 50 25.3 Exceptions to the Article may be granted upon review and approval of the
51 President/Superintendent or designee.
52

53 A work day is defined as any day in which ~~central~~ administrative offices of the District
54 are open for business.
55

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.**

59
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.**

66
67
68 For the District:

For the Cerritos College Faculty Federation
AFT Local 6215:

69
70
71
72 _____
73
74 Dr. Mercedes Gutierrez
75 Vice-President, Human Resources/
76 Assistant Superintendent

Dr. April Bracamontes
CCFF/Lead Negotiator

77
78
79 _____
80 Dr. Lynn Wang
CCFF President