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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 25:
BEREAVEMENT LEAVE

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

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

- 25.2 A Unit member shall be granted a **paid** bereavement leave **of (three (3) **paid** work days **plus two (2) unpaid work days,** or five (5) **paid** work days if out-of-state travel is required),** for a death of the following family members: brother-in-law, sister-in-law, grandfather, grandfather-in-law, grandmother, grandmother-in-law, uncle, aunt, niece, nephew, foster parents in lieu of father or mother, or former legal guardian. **A Unit member may use accrued sick leave to remain in paid status during any unpaid bereavement leave.**

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

- 25.4 Exceptions to the Article may be granted upon review and approval of the President/Superintendent or designee.

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

25.5 The leaves described in Sections 25.1 and 25.2 may be taken non-consecutively, but must be completed within three (3) months of the date of death of the family member.

25.6 The leaves described in Section 25.1 shall be available to Unit members that experience a reproductive loss (as defined in Govt. Code § 12945.6, including but not limited to miscarriage or stillbirth by the Unit member or partner), to be completed within three (3) months of the reproductive loss. The District shall maintain the confidentiality of the request and purpose of the leave, except as necessary to affect the purpose of the leave.

[Note: Changes proposed concerning length of available leaves, and three-month period in which leaves are completed, are consistent with AB 1949 (effective Jan. 1, 2023). Changes proposed to define and include leave for purposes of

56 reproductive loss are consistent with SB 848 (to be effective Jan 1, 2024), which
57 created a new type of leave for this purpose.]
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59 For the District:

For the Cerritos College Faculty Federation
AFT Local 6215:

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63 _____
64 Dr. Mercedes Gutierrez
65 Vice-President, Human Resources/
66 Assistant Superintendent
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Dr. April Bracamontes
CCFF/Lead Negotiator

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70 _____
71 Dr. Lynn Wang
CCFF President