

LRCFT / LRCCD
Memorandum of Understanding
One Semester Unpaid Leave with Benefits

Background and Intent

In order to better support all faculty, and more acutely adjunct faculty, we propose that all faculty be given the option to take a semester off, unpaid, either for baby bonding purposes or to care for an ill family member and still retain their health benefits.

During the pilot period, the LRCFT's bucket will pick up full costs for this benefit and will assess cost and frequency of usage to determine if feasible past the pilot period. If mutually agreed upon, this agreement will be incorporated into Article 10: Leaves without Pay.

Agreements

1. All full time and adjunct faculty are eligible for one semester of unpaid leave for parental leave purposes or to care for a critically ill family member. The unpaid leave will not affect adjunct faculty preference status. The district, through LRCFT's bucket, will continue to pay the employee's health benefits during this time, including both the district and employee contributions.
2. Faculty are eligible to take this leave once every two years.
3. This pilot will begin June 1, 2021 and sunsets June 30, 2023 unless both parties agree to incorporate it into a successor agreement.

Signed by:

LRCCD: Jamey Nye, Deputy Chancellor and Chanelle Whittaker, AVCHR

LRCFT: Jason Newman, President and Belinda Lum, Chief Negotiator