

LRCFT / LRCCD Memorandum of Understanding
Reducing Time Requirement to Take Parental Leave

Background

New employees with less than 12 months of employment may experience the need to use Parental Leave. Currently FT and PT employees that may have transferred accrued sick leave from work in other districts are unable to use it until they have worked for LRCCD for 12 months.

Agreement

1. Parental Leave – An employee who has worked for the District for 30 days or more may use up to 12 work weeks of accrued sick leave for parental leave to bond with their newborn or newly adopted child. When an employee has exhausted all available sick leave and continues to be absent from their duties on account of parental leave, the employee shall be compensated no less than 50 percent of the employee’s regular salary for the remaining portion of the 12-workweek period on parental leave. This leave shall run concurrently with leave provided under the California Family Rights Act (Ed. Code §877801.1) and with leave provided in 9.3.8.2.2 and 9.3.8.2.3 to the extent those leaves are applicable based on the length of employment.
1. This pilot will begin during June 1, 2021 and sunset June 2023 unless both parties agree to incorporate it into a successor agreement.

LOS RIOS COMMUNITY
COLLEGE DISTRICT



Jamey Nye, Deputy Chancellor



Chanelle Whittaker, AVCHR

06/02/2021
DATE

LOS RIOS COLLEGE FEDERATION
OF TEACHERS

Belinda Lum, Chief Negotiator

Jason Newman, President

June 2, 2021
DATE

