

MEMORANDUM OF UNDERSTANDING
BETWEEN
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
AND
CHABOT-LAS POSITAS FACULTY ASSOCIATION

Article 11F.1 Parental Leave (Update)

(1) Under the California Family Rights Act (CFRA), an eligible unit member is entitled to take up to twelve (12) weeks of Unpaid Leave of Absence for bonding with a newborn within twelve (12) months from the date of birth.

(2) For children placed by adoption or foster care the unit member is entitled to take up to twelve (12) weeks of Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) running concurrently within a twelve (12) month period.

The twelve (12) week Leave of Absence period above does not include days or weeks when the Academic Calendar is not in session. If the unit member is assigned to Summer Session or Inter-session, the twelve (12) week Leave of Absence period applies but holidays are exempted.

The District will apply the provisions of Education Code section 87780.1 to parental leave. Education Code section 87780.1 currently entitles an eligible unit member to use his or her accrued sick leave for a parental leave of absence under the CFRA for up to 12 workweeks. Education Code section 87780.1 also provides that if a unit member exhausts his or her sick leave, and continues to be absent from his or her duties on account of a parental leave of absence under the CFRA, he or she is entitled to receive differential pay for the remaining portion of the 12 workweeks. In the event that there is a conflict or difference in benefits between the language in this paragraph of section 11F.1 and the law, the law shall govern.

Charlotte E. Lofft 6/21/17
Dr. Charlotte E. Lofft, President
Chabot-Las Positas
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Jannett Jackson 6/21/17
Dr. Jannett Jackson, Chancellor
Chabot-Las Positas
Community College District

Handwritten initials and date:
NJ
6/21/17