

LRCFT / LRCCD Memorandum of Understanding
Serious and Critical Illness Leave

Background

Family members often rely on each other to provide care in case of serious or critical illness, often sharing responsibilities and trading off care. The three days currently provided in the contract does not provide nearly enough time. Additionally, if travel is necessary to provide care, three days severely limits faculty members' ability to do any caretaking at all. If family members are severely ill and/or dying faculty need more time to provide necessary care than current contract language provides. While "Personal Necessity Leave" provides an additional six days of leave per fiscal year for the purpose of caring for an ill family member, it can be used for other purposes and thus is not guaranteed to be there when needed. Also, Personal Necessity Leave is taken from accrued sick leave, which may already be exhausted from taking a parental leave. Increasingly, new parents are over 30 years of age and find that they must juggle taking care of their children and aging parents and other family members simultaneously. We need this improvement to critical illness leave specifically because it does not take from accrued sick leave.

Intent

This MOU changes Article 9.8.1 of the LRCFT/LRCCD Collective Bargaining Agreement from three (3) days to seven (7) days. Full costs for this change will be paid by the LRCFT's bucket. During the pilot period, the District and Federation will assess the amount of times that faculty utilize this provision and the overall cost per year.

Agreements

1. All regular and adjunct faculty shall be granted seven (7) days per year salary entitlement in the case of serious illness, critical illness, or accident of a member of their immediate family.
2. Use of this leave will be contingent on the employee providing sufficient justification to Employee Benefits.
3. This pilot will begin during Fall Semester 2021 and sunset June 2023 unless both parties agree to incorporate it into a successor agreement.

LOS RIOS COMMUNITY
COLLEGE DISTRICT

LOS RIOS COLLEGE FEDERATION
OF TEACHERS