

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
LOS RIOS CLASSIFIED EMPLOYEES ASSOCIATION (LRCEA)

January 4, 2024

Topic:

Catastrophic Illness or Injury Leave Program Cycle

Background:

Section 7.22 of the LRCEA collective bargaining agreement currently includes references to the three-year donation cycle that coincides with the collective bargaining agreement effective dates. At the onset of the recent pandemic, the LRCEA collective bargaining agreement was extended a year while negotiations were paused, putting the Catastrophic Illness or Injury Leave program three-year donation cycle out of sync with the existing contract language.


Agreements:

The current language in the LRCEA collective bargaining agreement will be modified as follows, with the intent to remove references to the Catastrophic Illness or Injury Leave program cycle in current and future contracts:

7.22 Catastrophic Illness or Injury Leave Program

The purpose of the Catastrophic Illness or Injury Leave Program is to maintain a program where employees may donate eligible leave credits to a Catastrophic Illness or Injury Leave Bank that may be used by an eligible employee when that employee or a member of their immediate family suffers from a catastrophic illness or injury. The bank is a pool available to any eligible employee from a participating bargaining unit or employee group. For purposes of administering the program, the Catastrophic Illness or Injury Leave Program shall operate on a cycle of three (3) years. ~~The first cycle of the program, during this contract, shall commence on July 1, 2021 and end on June 30, 2024.~~ Unless otherwise agreed, the Catastrophic Illness or Injury Leave Program shall automatically renew for an additional three (3) year cycle upon the conclusion of a cycle.

LRCCD:

Signature: 

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Mario Rodriguez, Executive Vice
Chancellor, Finance & Administration

LRCEA:

Signature: 
Jake Hughins (Jan 8, 2024 11:44 PST)

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LRCEA MOU - Catastrophic Leave - 01042024


Final Audit Report

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