

Memorandum of Understanding
between the
All Faculty Association
and
Sonoma County Junior College District
regarding

Article 18: Parental Leave


April 13, 2020

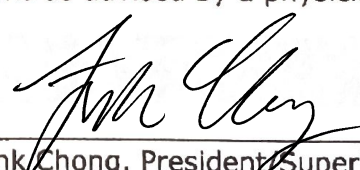
AFA and the District agree to the following modifications of Art. 18.03.A.

18.03 FAMILY/PERSONAL LEAVES

A. Parental Leave (Pursuant to Ed Code 87784.5 and 87780.1)

1. A faculty member may expend Sick Leave as needed for personal pregnancy and personal pregnancy-related matters under the Family Medical Leave Act (FMLA). Pregnancy Disability Leave may also apply, and runs concurrently with FMLA.
2. A faculty member may expend up to thirty (30) days of Sick Leave, less any Personal Necessity days expended, when assuming parental or guardianship responsibility for a child. This leave may run concurrently with leaves under California Family Rights Act (CFRA) and/or FMLA (18.03.B).
- ~~3. In addition to parental leave, an eligible faculty member may also exercise his/her right to Family Medical Leave.~~
3. A faculty member may expend up to twelve (12) weeks of leave in a twelve (12) month period for the birth of a child; baby bonding; adoption of a child; or placement of a foster child. This parental leave runs concurrently with CFRA, and is a fully paid leave using accrued sick leave. If sick leave is not available, Supplemental Sick Leave is applied for the hours not covered by accrued sick leave for members with at least twelve (12) months of service. An employee utilizing Supplemental Sick Leave for the purpose of Parental Leave, will not be paid at a rate less than 50% of their regular salary.
4. The District will provide leave for parental concerns as advised by a physician, up to and including Unpaid Leave (18.06).


Sean Martin, President
All Faculty Association


Dr. Frank Chong, President/Superintendent
Sonoma County Junior College District

 4.20.20