

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

11E.3—Benefits While on Leave

~~The unit member shall receive District provided medical benefits while on Pregnancy Leave. These benefits shall be provided by the District at the same level as when the unit member was a member of the active staff. (For example, if the unit member has received medical benefits at the level of a Full-time faculty person, then the District provided benefit shall continue at the same level during the course of the Pregnancy Leave. If the unit member had received medical benefits on a partial basis prior to the Leave, then the District shall maintain the partial coverage while the unit member is on Pregnancy Leave.~~

11E Pregnancy Disability Leave of Absence

Under the California Pregnancy Disability Leave Law, a female unit member is entitled to take up to four (4) months of Unpaid Leave of Absence, if she is disabled by her pregnancy, childbirth or a related medical condition.

The four (4) month 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 four (4) month Leave of Absence period above applies but holidays are exempted.

The length of such Pregnancy Disability Leave of Absence, when it shall commence and the date on which duties are to be resumed, shall be determined by the female unit member and the health care provider. The District may require a medical verification and clearance to return to work as provided in Section 11A.5 of this Article.

Use of Sick Leave

While on Pregnancy Disability Leave of Absence, Contract, Regular, and Temporary unit members are entitled to use their accumulated Sick Leave of Absence as set forth in Section 11.A5 of this Article.

Benefits While on Pregnancy Disability Leave of Absence

Unit members on Pregnancy Disability Leave of Absence are also entitled to the same District-provided health care benefits they received prior to taking such Leave. For example, if the female unit member received full District-provided health care benefits while active, then the unit member will receive full District-provided health care benefits while on Pregnancy Disability Leave of Absence. If the female unit member received partial District-provided health care benefits while active, then she will receive the same partial District-provided health care benefits while on Pregnancy Disability Leave of Absence.

State Teacher's Retirement System (STRS) or Public Employees Retirement System (PERS) Credit

The unit member understands that Reduced Service Credit or Leave of Absence Without Pay will impact service credit with STRS or PERS.

Probationary/Tenure Review Period

A probationary unit member (Contract faculty person) also understands that tenure may be delayed by taking either Reduced Service Leave of Absence or Unpaid Leave of Absence.

Signed and entered into this 29th day of August, 2012.

Charlotte E. Lofft
Charlotte E. Lofft, President
Chabot-Las Positas
Faculty Association

Dr. Susan A. Cota
Dr. Susan A. Cota, Interim Chancellor
Chabot-Las Positas
Community College District