

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

August 23, 2012

11F. Parental Leave

(See Appendix: Absence: LOA Requests and Absence: Report Form)

~~A unit member may be granted Leave without pay, or may work at a reduced work load, for the purpose of childbirth preparation or postpartum infant care including adoption. In accord with the Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA), such Leave may not exceed seven (7) months duration for a female unit member and twelve (12) weeks duration for a male twelve (12) weeks duration for eligible unit members and may start anytime after the birth (or adoption) of the child.~~

~~Such Leave shall be with employee benefits, if the unit member is otherwise eligible for these benefits. The District provided benefits shall be in proportion to what the unit member received while on active status. For example, if the unit member received full District provided benefits while active, then that level of benefits shall continue when the unit member is on Parental Leave. If the unit member received partial District provided benefits while on active status, then the partial level of benefits shall apply while the unit member is on Parental Leave.~~

- ~~a. — The unit member understands that reduced service, or Leave without pay, will impact service credit with STRS.~~
- ~~b. — The unit member understands that tenure may be delayed by taking either Unpaid, or Reduced Service Leave.~~

11F. Parental Leave of Absence

11F.1 Under the Family Medical Leave Act, and the California Family Rights Act, an eligible unit member is entitled to take up to twelve (12) weeks of Unpaid Leave of Absence, for childbirth preparation and/or postpartum infant care, including adoption.

11F.1.a Under the California Family Rights Act (CFRA), and 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.

11F.1.b 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.

11F.2 Benefits While On Parental Leave Of Absence

Parental Leave of Absence shall be with employee benefits, if the unit member is otherwise eligible for these benefits. The District-provided benefits shall be the same as what the unit member received while on active status. For example, if the unit member received full District-provided benefits while active, then he/she will receive full District-provided benefits while on Parental Leave of Absence. If the unit member received partial District-provided benefits while active, then he/she will receive the same partial benefits while on Parental Leave of Absence.

11F.3 Extended Leave of Absence

If eligible, a pregnant female unit member may combine Pregnancy Disability Leave of Absence under Article 11E and Parental Leave of Absence, to take up to a total of seven (7) months of Unpaid Leave of Absence under the California Pregnancy Disability Leave and the California Family Rights Act.

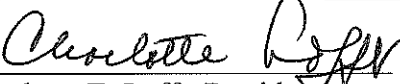
11F.4 State Teacher's Retirement System (STRS) and Public Employee Retirement System (PERS) Credit

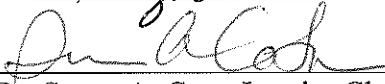
The unit member understands that reduced service or Leave of Absence Without Pay, will impact service credit with STRS or PERS.

11F.5 Probationary/Tenure Review Period

A probationary unit member 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, President
Chabot-Las Positas
Faculty Association


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