

Hello Faculty,

CCFF and the District met today (12.15.23) and passed our first sets of proposals. The District proposed changes to Bereavement Leave, Family Illness Leave, and Grievance. CCFF proposed Parking Permits. The meeting was collegial and we are close to agreement on ground rules and Article 20: Family Illness Leave. We will meet again on January 19, 2024 to continue negotiations.

#### **Article 20: Family Illness Leave**

The District proposed changes to Article 20: Family Illness Leave that would add the ability for the District to require a written notice of relationship to the family member and proof of illness and treatment from a health professional. Union countered with language from the existing sick leave section that also allowed proof of illness and treatment to come from a religious provider.

#### **Article 25: Bereavement Leave**

The District proposed changes to Article 25: Bereavement that would align with the changes in the law related to Bereavement Leave. The District also included a new section on reproductive loss events. This is to align with legislative changes that will take effect January 1, 2024. The change would allow individuals experiencing a reproductive loss event five days of paid leave for each event.

#### **Article 30: Grievance**

The District proposed language attempts to clean up the grievance timeline. New language was introduced to allow both parties to mutually extend the mandatory informal conference timeline. The District proposed 20 work days as the timeline for mandatory informal conference and 10 work days to file a formal level I. The new language hopes to delineate the timeline for mandatory informal conference and the progression to a formal Level I grievance.

#### **Article 33: Parking**

CCFF proposed changes to Article 33 so that each Faculty member may obtain one **complimentary** virtual/digital parking permit as issued by the District for staff parking each semester the faculty member has an assignment at Cerritos College. This virtual/digital parking permit will allow the employee to list up to two (2) vehicles to park on campus.

#### **Ground Rules**

The District Proposed ground rules for negotiations. These are the same ground rules that were used during the last round of negotiations. Negotiations will be closed to the public as has been past precedent.

If you have questions please do not hesitate to contact [negotiations@ccfccerritos.org](mailto:negotiations@ccfccerritos.org)