


TA Ctango
5.2.2018


17.C Sick Leave

~~1.2.1—Limits of Accumulation—No part time unit member may accumulate more hours of sick leave per semester than the usual number of hours per week at 67% of a full time load in that assignment times 0.057. This includes block hour assignments.~~

Renumber subsequent 1.2.2, 1.2.3, and 1.2.4

Based on Kerry Wilhite's 4/11/2018 response to AFT information request. Current practice is that part-timers do accrue sick leave for assignments over 67%, including formal upgrades and categorical/ancillary assignments not requiring a formal upgrade.

17.F Personal Emergency/Necessity Leave

1.3 Where such leave can be deducted from the employee's accumulated sick leave and such use does not exceed the six (6) day maximum within one academic year, personal emergency/necessity leave may be used ~~to a maximum of three (3) days in any one occurrence~~, upon prior notice to management, where there is a death of a person with whom the employee has had a significant relationship of long standing and such person is not a member of the immediate family as defined in this section.

*Agreed in Leaves Subcommittee Meeting 4/10/2018.
This is an update for current practice.*

17.H Family Medical Leave

~~6.6—If the leave is foreseeable, the employee must provide certification within a reasonable time after the District requests it. The leave may be denied if certification is not received within a reasonable time. When the leave is not foreseeable, the employee may begin the leave, but must provide certification within a reasonable time of request. A reasonable time will usually be within 15 days, unless there is an emergency which makes it impracticable to provide certification within that time.~~

Renumber subsequent 6.7, 6.8, and 6.9

Based on discussion in Leaves Subcommittee Meeting 4/10/2018 and subsequent email. Required notice is covered in 17.H.7. Current language in 17.H.6.6 contradicts provisions of 17.H.7.1 and 17.H.7.2, where "reasonable advance notice" is defined as 30 days. According to Lety, 30 days is current practice.

17.O Pre-Retirement Workload Reduction For Full-Time Unit Members

8.1 An employee shall apply ^{by March 31} ~~within ten (10) working days following the beginning of~~
~~a spring semester for the following fall semester.~~ *academic year.*

*Based on discussion in Leaves Subcommittee Meeting 4/10/2018 and subsequent email.
According to Lety, March 31 is the current deadline in our practice and CalSTRS policy.*

Article 25 Categorical Employees

*According to the side letter signed 1/8/2018, we will also change the language of 25.E, to
reflect that sick leave for categorical employees falls under the same provisions. We
agreed to replacement language for 25.E, but still need to update the table in 25.C.*