

SIDE LETTER ON CHANGES TO ARTICLE 26: LEAVES

This letter is subject to approval of the PFT in accordance with its procedures.

The Peralta Federation of Teachers (the "PFT") and the Peralta Community College District (the "PCCD") agree to the following changes in Article 26, LEAVES:

G. Maternity Parental Leave

Maternity Parental leave shall be granted to contract, regular, long-term substitute and temporary, part-time faculty employees subject to the provisions of the sick leave article of this Agreement for ~~illness due to pregnancy, termination of pregnancy, childbirth or recovery therefrom~~ the birth and/or care of the newborn child of the employee or for placement with the employee of a son or daughter for adoption or foster care.

U. Family Care Leave

1. Any eligible faculty member shall be granted an unpaid leave of absence for family care pursuant to California State Law and Federal Law, once they have exhausted all their paid leaves in this contract. The leave may be used
 - * for the birth and care of the newborn child of the employee;
 - * for placement with the employee of a son or daughter for adoption or foster care;
 - * to care for an immediate family member (spouse, child, or parent) with a serious health condition; or
 - * to take medical leave when the employee is unable to work because of a serious health condition.

2. Faculty members on unpaid family care leave shall be covered by the District for medical, dental, life and disability benefits only.

3. A faculty member may shall be authorized to use of up to fifteen (15) days of accrued sick leave in any school year ~~during a period of family care leave. This fifteen (15) days accrued sick leave usage shall include any personal emergency leave that has been used during the same school year.~~ to care for an immediate family member (spouse, child, or parent) with a serious health condition.

SO AGREED, 2009

Debra Weintraub

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Peralta Federation of Teachers (PFT)

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Thomas L. Smith 4.22.09

Thomas L. Smith

Vice Chancellor, Finance and
Administration