

MEMORANDUM OF UNDERSTANDING
Between Peralta Community College District and Peralta Federation of Teachers
Regarding Parental Leave

The Peralta Community College District ("District") and the Peralta Federation of Teachers (PFT) have met in good faith and hereby agree to the following:

ARTICLE 26: LEAVES

G. Parental Leave

1. Parental leave shall be granted to contract, regular, long-term substitute and temporary, part-time faculty employees.
2. Parental leave is a continuous leave of up to six (6) months for the birth and/or care of the newborn child of the employee, or for placement with the employee of a child for adoption or foster care.
3. To be eligible for parental leave, the employee will be required to submit medical certification of the birth or legal evidence of the adoption or foster care placement.
4. During this period, qualified employees may use accrued sick hours.
5. Upon the exhaustion of accrued sick hours, the remainder of the leave will be unpaid and the employee will be responsible for the cost of medical, dental, life, and disability benefits.

For Peralta Community College District:

By: Francis White
Dr. Fran White, Acting Chancellor

Date: 9/10/19

By: Chanelle Whittaker
Chanelle Whittaker, Esq.
Chief Negotiator and Interim Vice Chancellor
for Human Resources & Employee Relations

Date: 9/9/19

For Peralta Federation of Teachers:

By: Jennifer Shanoski
Jennifer Shanoski, President

Date: 9-9-19

By: Rick Greenspan
Rick Greenspan, Chief Negotiator

Date: 9-9-19