

2F. DEC (LOCAL) - Policy Concerning Leaves and Absences

Approval of Amendment to Policy Concerning Leaves and Absences –
DEC (LOCAL)

This revision is presented to identify the District as a family-friendly employer with the adoption of a paid parental leave policy in support of the birth, adoption or foster placement of a child.

The Chancellor recommends that the Board amend POLICY DEC (LOCAL) only as follows:

Effective date: UPON BOARD APPROVAL

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

BIRTH OR
PLACEMENT OF
A CHILD

A full-time employee of the College District who is employed in a full-time position for 36 months or more may take up to four (4) consecutive weeks of paid leave for the care of a new-born child, or the placement of a child in the custody of the employee for adoption or foster care. Such leave must be taken within the 12-month period beginning with the birth of the child or the placement of the child in the custody of the employee for adoption or foster care. Leave due to a birth, adoption, or placement of a child may be granted only once in a 36-consecutive month period, and shall be applied, as applicable, to all other leave provided by the College District. An employee requesting such leave must provide appropriate medical, adoptive, or foster care documentation. For purposes of this policy a “child” means a qualified dependent of an employee of the College District. ~~Leave may be granted for a maximum of one full day without loss of pay for an employee to be with his wife at the birth of their child or for an employee or employees to be at the court proceeding for adoption of a child. In addition, the birth mother is eligible to receive one day of paid leave within one year of the birth of~~

~~the child. The timing of this leave is to be a mutual decision between the supervisor and employee.~~

■ Existing Policy

■ Deleted Policy

■ New Policy

■ GC Edits