

Tentative Agreement
Between the Rio Hondo College Faculty Association (RHCFA)
and the Rio Hondo Community College District (District)
January 22, 2015

This agreement will become effective upon ratification by vote of the RHCFA membership and upon signing by the District. The RHCFA will notify the District in writing (via written or electronic communication) within 48 hours upon action to ratify this agreement.

The collective bargaining agreement will be modified as follows:

8.1.2.5 The following shall be used for full time unit members if absent from assignment effective January 1, 2015:

8.1.2.5.1 The unit member's sick leave will be charged no more than a single day for a missed day, regardless of whether the day includes both a regular and an overload assignment.

8.1.2.5.2 If a unit member has no sick leave remaining, the unit member's overload sick leave will be charged no more than a single day for a missed day, regardless of whether the day includes both a regular and an overload assignment. Overload sick leave hours will be converted into a sick leave day at the rate of six (6) hours.

8.1.2.5.3 Unit members missing multiple days will be charged a single day for each workday missed between the first and last days of the absence. For example, a unit member who has on-campus assignments Monday through Thursday and misses Thursday and the following Monday will be charged three days (Thursday, Friday, and Monday).

8.1.2.5.4 A unit member who is absent for one-half (1/2) day or less shall be deducted one-half (1/2) day from the accumulated leave, and if the absence exceeds more than one-half (1/2) day, a full day shall be deducted from accumulated leave.

~~8.1.2.6 If a full time unit member who was previously assigned a part time position is absent from the full time assignment, the following shall occur:~~

~~8.1.2.6.1~~ The absence shall be charged against the full time personal illness and injury account.

~~8.1.2.6.2~~ After the full time personal illness and injury account has been exhausted, any absence shall be charged against the part time personal illness and injury account. Use of the part time account for a full time assignment shall be on a pro rata basis.

~~8.1.1.7~~ A unit member who is absent for one half (1/2) day or less shall be deducted one half (1/2) day from the accumulated leave, and if the absence exceeds more than one half (1/2) day, a full day shall be deducted from accumulated leave. **Moved to 8.1.2.5.4**

For the District

For the RHCFA

