

## DRAFT

Tentative Agreement  
Between  
The Palomar Community College District  
And  
The CCE/AFT Local 4522

June 12, 2008

B.P. CCE/AFT -14 Leaves of Absence

## 7. Bereavement Leave (Page 36)

a. An employee shall be eligible for a minimum of three (3) days bereavement leave of absence, or five (5) days leave of absence if out of state or over 300 miles (one way) of travel is required, without loss of salary on account of the death of any member of his/her immediate family or household.

The District proposes revising the language proposed by CCE/AFT as follows:

## 1. That BP CCE/AFT-14, Section 7. B. be amended to read as follows:

b. For the ~~express~~ purpose of this Policy ~~alone~~, "immediate family" shall be limited to ~~defined as~~ the mother, father, grandmother, grandfather, ~~aunt, uncle,~~ grandchild, ~~niece, nephew,~~ brother, ~~or~~ or sister, ~~or cousin~~ of the employee or of the spouse of the employee; and the spouse, son, son-in-law, daughter, or daughter-in-law of the employee; or any member of the immediate household of the employee.

To accommodate employees attending funerals for family members not provided for in Bereavement Leave, the following modification to Personal Necessity Leave is proposed:

## 2. Matters of compelling personal business as defined below.

The term "personal business" shall include attendance at activities such as graduation ceremonies and weddings of members of the immediate family, funerals of family members not provided for in bereavement leaves, required court appearances, and other important activities. An employee shall not take personal business leave to extend a District holiday weekend, to be absent from required training activities, to be absent from any mandatory meeting or conference, or to engage in any concerted activity against the District.

Date: 6/12/08

For the CCE/AFT:



For the District:

