

TENTATIVE AGREEMENT

Between

LOS ANGELES COUNTY OFFICE OF EDUCATION

And

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99

DECEMBER 29, 2022

ARTICLE VII

LEAVES OF ABSENCE, VACATIONS AND HOLIDAYS

B.1. Bereavement Leave

A unit member shall be allowed up to three (3) workdays of absence with pay upon the death of any member of the unit member's immediate family, irrespective of work schedule.

Effective January 1, 2023, in addition to the three (3) workdays of bereavement leave referenced above, unit members may take two (2) days of bereavement leave without pay (unless there is required travel out of state or in the California Bay Area, Sacramento Area, ~~Northern San Joaquin Valley~~, ~~and Monterey Bay Area~~, and Northern California Area), for the death of any member of the unit member's immediate family. To be eligible for this bereavement leave, unit members must have been employed by the Office for at least 30 days immediately preceding the start of the leave. A unit member may use available accrued leave (vacation and sick leave), or compensatory time off that is otherwise available to the unit member in order to be paid when using bereavement leave under this sub-section (when travel out of state or in the northern boundaries as listed above is not required).

The Office may require verification of the death, relationship, and necessity of the absence and travel. Documentation must be provided within 30 days of the request for such documentation. Acceptable documentation includes, but is not limited to, a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

The use of the leave shall commence within thirty (30) calendar days after the death of the member of the immediate family. Upon request, this limitation may be waived for extenuating circumstances. At the sole discretion of the Office, additional days of absence beyond those described herein are permitted under Personal Necessity Leave upon written request; or vacation leave section E, 4.

The use of this leave shall be exclusive of any other leave pay, and no deduction shall be made from any accumulated leave of absence balance.

B.8. Family Medical Leave Related to Childcare

Family and medical leave may be taken for childcare for up to twelve (12) workweeks, in addition to maternity disability leave, provided such leave is taken within one year of the birth of the child, the employee meets eligibility, and in accordance with Board Policy. (Appendix E).

C.4 Family and Medical Leave


Eligible unit members may request family and medical leave under provisions of Board Policy which governs Family and Medical Leave. (See Appendix E)

Effective January 1, 2021, CFRA extended the definition of family members to include an adult child, a child of a domestic partner, a grandparent, a grandchild, or a sibling. Effective January 1, 2022, CFRA added parent-in-law.

Effective January 1, 2023, CFRA extended the definition of family members to include a Designated Person. A designated person means any individual related by blood or whose association with the unit member is the equivalent of a family relationship. Unit members may identify a designated person at the time they request FMLA Leave. Unit members are limited to one designated person per 12-month period.

LOS ANGELES COUNTY OFFICE OF EDUCATION

DATED: Jan 4, 2023

By: 
[Kanika White \(Jan 4, 2023 15:37 PST\)](#)

Kanika White

Chief Human Resources Officer

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99


DATED: Jan 19, 2023

By: 
[Michael Haberberger \(Jan 19, 2023 09:22 PST\)](#)

Michael Haberberger

Director of Union-Employer Relations

DATED: Jan 19, 2023

By: 
[Damita Carey-Smith \(Jan 19, 2023 12:08 PST\)](#)

Damita Carey-Smith

SEIU Chief Steward