

## LEAVES

The District shall establish procedures for employee leaves as authorized by law and by any collective bargaining agreements entered into by the District. Such leaves shall include, but are not limited to:

- a. illness or injury leaves for all classes of permanent employees;
- b. paid sick leave;
- c. vacation leave for members of the classified service, and management team;
- d. leave for service as an elected official or steward of a community college district public employee organization, or of any statewide or national employee organization with which the local organization is affiliated or leave for a reasonable number of unelected classified employees for the purpose of enabling an employee to attend important organizational activities authorized by the public employee organization;
- e. leave of absence to serve as an elected member of the legislature;
- f. pregnancy leave;
- g. leave to bond with a new child;
- h. family care and medical leave;
- i. use of illness leave for personal necessity;
- j. industrial accident and illness leave;
- k. bereavement leave;
- l. jury service or appearance as a witness in court;
- m. military service; and
- n. sabbatical leaves

In addition to these policies and collective bargaining agreements, the Board retains the power to grant leaves with or without pay for other purposes or for other periods.

### *References:*

*Labor Code Section 245 et seq, and 246*

*Education Code Sections 87035, 87036, 87700, 87701, 87763, et seq., 87766, 87768.5, 87780.1, 87781, 87784, 87784.5, 87787, 87788, 88190 et seq., 88192, 88193, 88194, 88196.1, 88207, 88207.5, and 88210*

*Government Code Sections 12945, 12945.1, 12945.2, and 3558.8*