

## LETTER OF AGREEMENT

2023-01

### FMLA Language

Community College District 513 (the College) and the American Federation of Teachers Local 1810 (the Federation) agree to add the sentence "Time spent on FMLA shall be credited toward salary increment, overload, and seniority as time spent in full-time service" to Article VII Section D: "Family and Medical Leave Act" of the current Four Year Agreement (the "Contract") so that the complete "Family and Medical Leave Act Section" reads as follows:

The College agrees to comply with the Family and Medical Leave Act of 1993 (FMLA) and the rules and regulations issued in conjunction therewith. The College may adopt such policies as may be necessary or appropriate to implement the Family and Medical Leave Act of 1993 and the rules and regulations issued in conjunction therewith. Any such policy will not be deemed to be in violation of this provision if it is mandated or legally permitted by the FMLA and the rules and regulations issued in conjunction therewith, except that the College will permit any faculty member who requests FMLA leave for purposes of childbirth to designate up to six weeks of that leave as medical leave without the necessity of providing medical documentation of a serious health condition during that period. Time spent on FMLA shall be credited toward salary increment, overload, and seniority as time spent in full-time service.

AMERICAN FEDERATION OF  
TEACHERS LOCAL 1810

PRESIDENT  
COMMUNITY COLLEGE DISTRICT 513

By: Tracy D. Lee

Date: 3/15/2023

By: Jimmy Conner

Date: 3/15/2023