



**MEMORANDUM OF UNDERSTANDING**

*The intent of this memorandum of understanding is to provide both parents baby-bonding leave beyond what is offered through California Family Rights Act (CFRA) in keeping with District past practice.*

This MEMORANDUM OF UNDERSTANDING (MOU) is entered into by and between the Mt. San Antonio Community College District (District), and California School Employee Association and its Mt. San Antonio College Chapter 262 (CSEA 262).

The District and CSEA 262 have agreed as follows:

CFRA grants employees 12 weeks of protected leave to bond with a child, herein referred to as "Baby Bonding Leave," to be taken within the first 12 months of the child's arrival in the home.


Notwithstanding any other provision of CFRA, in the event that both parents are employees of the district, the District shall grant a maximum of 12 weeks of Baby Bonding Leave to each parent who is a unit member.

In the event that both parents work in the same department, office, worksite, etc., each parent who is a unit member shall be granted a maximum of 12 weeks of protected leave, not to be taken concurrently.

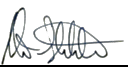
Leaves shall be coordinated with both parents and Human Resources such that the leave shall cause minimal impact to District operations.


**ACCEPTED AND AGREED TO:**

FOR THE DISTRICT

  
Ibrahim Ali (May 13, 2020)  
Abe Ali, Chief Negotiator  
May 13, 2020  
Date

FOR CSEA 262

  
Robert Stubbe, President  
May 13, 2020  
Date

  
Brittney Coleman, CSEA Labor Representative  
May 13, 2020  
Date