

Tentative Agreement Between
Taft College Faculty Association (TCFA/CTA/NEA)
And
West Kern Community College District

BEREAVEMENT LEAVE

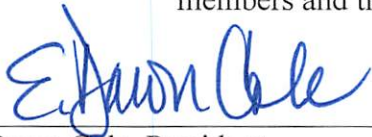
This Tentative Agreement (“Agreement”) is made by and between the Taft College Faculty Association (“TCFA/CTA/NEA”) and the West Kern Community College District (“District”) (collectively referenced as the “parties”) with respect to the following recitals:

As part of continuing dialogue through the Taft College Faculty Collective Bargaining Committee, the parties have reached a consensus regarding the revision of Article 5.5 Bereavement Leave to the Faculty Collective Bargaining Agreement.

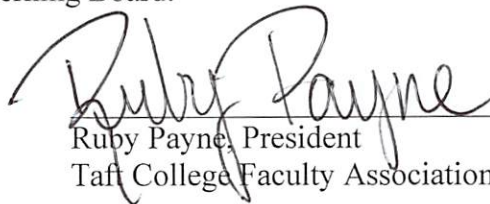
Now, therefore, TCFA/CTA/NEA and the District hereby agree as follows:

1. The above recitals are true and correct.
2. The parties agree, effective April 22, 2022, Article 5.5, Bereavement Leave, shall be revised and added to the TCFA Collective Bargaining Agreement. Article 5.5 is attached as Exhibit 1 below, with agreed upon revisions in red.

The complete language for Article 5.5 is attached as Exhibit 1 and will be added to the TCFA Collective Bargaining Agreement.
3. Except as set forth in this Agreement, all other terms and conditions of the CBA shall remain unchanged.
4. This Agreement will become effective after ratification by the TCFA/CTA/NEA members and the District’s Governing Board.



Dawn Cole, President
Board of Trustees
West Kern Community College District



Ruby Payne, President
Taft College Faculty Association/CTA/NEA

Dated: June 8, 2022

Dated: June 16, 2022

Board Approval:

First Presentation: May 11, 2022

Second Presentation/Approval: June 8, 2022

Exhibit 1

5.5 **Bereavement Leave**: A faculty member may utilize paid Bereavement Leave for the death of any member of the immediate family. Leave provided in this paragraph will not be deducted from Sick Leave.

5.5.1 The Leave will be for no longer than three (3) consecutive days, except that if out-of-state travel is required, five (5) consecutive days will be authorized. If in-state travel in excess of 200 miles one way is required, four (4) consecutive days will be authorized.

5.5.2 Leave in addition to the days provided by this paragraph may be available by application of paragraph 5.4 inclusive.

5.5.3 Normally, the Leave shall commence within (7) calendar days from the date of the death or **scheduled services** of the family member and the days used shall be taken consecutively, unless authorization is obtained from the District.