

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
LOS RIOS COMMUNITY COLLEGE DISTRICT  
AND  
LOS RIOS COLLEGE FEDERATION OF TEACHERS**

**SB 114 COVID-19 Supplemental Paid Sick Leave MOU  
February 25, 2022**

On September 14, 2021, the District and the Los Rios College Federation of Teachers (LRCFT) negotiated and signed the COVID-19 Vaccination and Immunization Operational Protocol Effects MOU. In January 2022, the District and LRCEA agreed that the terms of the current COVID-19 Vaccination and Immunization Operational Protocol Effects MOU, with respect to Emergency Supplemental Sick Leave, would be modified, providing an additional 20 hours of sick leave for full-time employees and 10 hours for part-time employees, through June 30, 2022. On February 9, 2022, the Governor signed SB 114 – *COVID-19: supplemental paid sick leave*, providing additional time off, as noted below, through September 30, 2022.

**Agreement:**

1. **Extension of Emergency Supplemental Sick Leave:** With the passage of SB 114, the additional 20 hours of paid sick leave for full-time employees and 10 hours for part-time employees will be rescinded and replaced with the provisions included in SB 114. Specifically, as outlined in the bill:
  - A. Provides that a unit member is entitled to up to one week or 40 hours of COVID-19 supplemental leave if the employee is unable to work or telework because the employee is:
    - i. Subject to quarantine or isolation related to COVID-19,
    - ii. Attending an appointment to receive a COVID-19 vaccine or a vaccine booster,
    - iii. Experiencing symptoms related to a COVID-19 vaccine or a vaccine booster that prevents the employee from being able to work,
    - iv. Experiencing COVID-19 symptoms, and is seeking a medical diagnosis,
    - v. Caring for a family member who is subject to quarantine or isolation,
    - vi. Caring for a child whose school or place of care is closed due to COVID-19,
    - vii. Attending appointment to receive a COVID-19 vaccine or a vaccine booster for the employee's family member, or
    - viii. Caring for a family member who has symptoms from a COVID-19 vaccine or a vaccine booster.
  - B. Leave time under provisions A(iii) and A(viii) will be limited to 3 days or 24 hours unless the employee provides verification from a health care provider that the covered employee or their family member is continuing to experience symptoms related to a COVID-19 vaccine or a vaccine booster.
  - C. Entitles a covered employee, in addition to the COVID-19 supplemental paid sick leave described above, to take up to 40 more hours of COVID-19 supplemental paid sick leave if the covered employee, or a family member for whom the covered employee is providing care, tests positive for COVID-19.
  - D. These provisions will apply retroactively to leaves taken on or after January 1, 2022 and be in effect through September 30, 2022.

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