

**MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS RIOS COMMUNITY COLLEGE DISTRICT
AND
SERVICE EMPLOYEES INTERNATIONAL UNION**

**SB 114 COVID-19 Supplemental Paid Sick Leave MOU
February 28, 2022**

On September 14, 2021, the District and the Service Employees International Union (SEIU) negotiated and signed the COVID-19 Vaccination and Immunization Operational Protocol Effects MOU. 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 following provisions will be implemented, 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.



03/07/2022

Mario Rodriguez, District



Casey Thompson (Mar 2, 2022 14:05 PST)

03/02/2022

Casey Thompson, SEIU



03/07/2022

Chanelle Whittaker, District



Andrew La Torre (Mar 3, 2022 06:16 PST)

03/03/2022

Andrew La Torre, SEIU