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.

Mario Rodriguez, District 03/07/2022
Casey Thompson, SEIU 03/02/2022

Chanelle Whittaker, District 03/07/2022
Andrew La Torre, SEIU 03/03/2022