

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
LRCFT

Background

On September 5, 2017, the Department of Homeland Security announced the end to the Deferred Action for Childhood Arrivals (DACA) policy. In addition, over the past 30 months, immigrant workers who had work authorization provided to them as part of their Temporary Protected Status (TPS), Violence Against Women Act (VAWA), and Asylum have been put into deportation proceedings, despite being in the United States for decades. The LRCCD and LRCFT recognize the important role that immigrant workers play in the nation, state, and locally here in Sacramento and on our Los Rios Community College District campuses. We have a shared interest in supporting and protecting immigrant faculty, staff, and students.

It is agreed:

1. The LRCCD reaffirms its commitment to equal opportunity in the workplace and shall not discriminate based on race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, veteran status, or immigration or citizenship status.
2. Consistent with current practice, LRCCD shall not inquire about or demand proof of immigration or citizenship status, except as required by law.
3. Upon written request, if a faculty member or their family member are subject to immigration actions that impact their stay in the United States including, but not limited to DACA, Temporary Protected Status (TPS), Denial or Cancellation of Asylum including the Violence Against Women Act shall be eligible for Personal Necessity Leave in order to attend to immigration or citizenship status matters up to the annual amount included in the Article 9.4 of the contract. The LRCCD may request verification of such absence, as long as such a request does not violate paragraphs (1) and (2).
4. Upon written request of the impacted faculty member, the District will pay out any accrued leave balances normally paid out for employees separating from the district in the event the employee is forced to leave the United States.
5. The District will continue health insurance benefits for the faculty member, spouse, and their dependents for 3 months in the event the employee is forced to leave the United States
6. The District will provide verification of employment for the faculty member in the event of they are forced to leave the United States and provide truthful information about the quality of their faculty service for the District.

LOS RIOS COMMUNITY
COLLEGE DISTRICT

 6/2/20

Jamey Nye, Vice Chancellor

 6/1/20

Jake Knapp, Associate Vice Chancellor

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



Belinda Lum, Chief Negotiator



Robert Perrone, Executive Director