

LOS RIOS COMMUNITY COLLEGE DISTRICT
Memorandum of Understanding
LRCFT

Background

Full Time and Part Time immigrant faculty and their families are being negatively impacted by rapidly changing federal laws that impact employment, visas, health, applications for long-term residency and citizenship. LRCCD and LRCFT affirm the valuable role immigrant faculty members play in the education of our students. Both parties have a shared interest in assisting faculty members facing immigration actions because of policy changes that are outside their control. The LRCCD and LRCFT want to provide as much support as possible to employees and their families, and do not want affected faculty members to be penalized in the event that they are forced to leave the country.

It is agreed:

The Collective Bargaining Agreement is amended to add Article 10.14.1 as follows:

Full time faculty members may be granted a leave without pay because they or an immediate family member are subject to an immigration action(s) that impacts their stay in the United States be assigned to the same college, department, and position prior to taking the leave, except in extraordinary circumstances including those identified in section 10.12. Immigration actions include, but are not limited to revocation or cancellation of DACA, Temporary Protected Status (TPS), or the denial or cancellation of asylum (including immigration protections afforded under the Violence Against Women Act). Full time faculty members may be granted a leave without pay for a period of up to two (2) years under this section, which may be extended for one (1) additional year upon request of the member and approval by the District. The member will retain their tenure, class, step, and years of service that were achieved before the leave without pay occurred.

The Collective Bargaining Agreement is amended to add Article 10.14.2 as follows:

10.14.2 Adjunct faculty members who are subject to immigration actions that impact their stay in the United States will remain in the hiring pool of the college and department where they were previously employed as an adjunct faculty. Adjunct faculty members who are subject to an immigration action shall retain their preference, class and step placement, and years of service upon return and upon receiving an assignment from the District.

LOS RIOS COMMUNITY
COLLEGE DISTRICT

 6/8/20

Jamey Nye, Vice Chancellor

 6/8/20

Jake Knapp, Associate Vice Chancellor

LOS RIOS COLLEGE FEDERATION
OF TEACHERS



Belinda Lum, Chief Negotiator



Dean Murakami, President