

Tentative Agreement
by and between the
Glendale College Guild, Local 2276
and the
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

The following pronouns shall be found and replaced throughout the Guild contract in the following way:

Where it states the word phrase, ~~his or her~~, replace it with the single word, **their**. Based on our search of the contract, there were 7 such instances.

Where it states the word phrase, ~~she/he is~~, replace it with the words, **they are**. Based on our search of the contract, there were 6 such instances.

Where it states the word phrase, ~~she/he~~, replace it with the word, **they**. Based on our search of the contract, there were 25 such instances.

*In some instances, this will require changing the verb that follows from the third person singular form to the third person plural form. For example, ~~he/she serves~~ would change to **they serve** (see Article VI, Section 9.). Based on our search of the contract, there were 4 such instances.*

Where it states the word phrase, ~~him/her~~, replace it with the single word, **the arbitrator**. Based on our search of the contract, there was 1 such instance (Article IV, Section 5, D.)

Where it states the word phrase, ~~him or her~~, replace it with the single word, **them**. Based on our search of the contract, there were 2 such instances.

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Article VII, Section 4, C.

C. Pregnancy, Maternity Disability, Bonding Leaves

1. A pregnant faculty member, who is able to perform the full duties and responsibilities of ~~her~~ **their** position, shall continue to work until:
 - a. ~~She~~ **The faculty member** chooses to take an unpaid leave of absence (without disability) prior to the actual period of disability. This leave does not require a physician's certification; or
 - b. ~~She~~ **The faculty member** and ~~her~~ **their** physician determine that ~~she~~ **the faculty member** must be absent due to pregnancy disability or delivery. This does require a physician's certification and may constitute a paid health leave if the faculty member has accumulated sick leave.
2. Pregnancy Disability Leave: During that period of time in which the faculty member is physically disabled and unable to perform ~~her~~ **their** regular duties due to pregnancy-related disability, the faculty member shall be permitted to utilize ~~her~~ **their** accrued sick leave pursuant to Section 3 of this Article.

The faculty member must supply to the District ~~her~~ **their** physician's certification as to the beginning and ending dates of actual pregnancy-related disability for which sick leave is claimed, and ~~her~~ **their** physician's release to return of active duty.

Note: District employees are not eligible for disability payments from the State of California's Employment Development Department.

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Article VII, Section 4, H. 2

2. A faculty member who has received leave of absence under this rule shall make ~~himself/herself~~ **themselves** available for work during days when ~~his/her~~ presence is not required in court.

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Article VII, Section 5, G. 5a

5. Unpaid Pregnancy Leave (without disability): The District may, upon application and approval, grant an unpaid pre-childbirth leave of absence to a pregnant faculty member prior to the period of actual disability. This leave does not require a physician's certification.

- a. Physician Certifications: A pregnant faculty member who elects not to apply for an unpaid pre-childbirth pregnancy leave pursuant to Section 5G-5

above shall be permitted to continue on active duty until such date as ~~she~~ **the faculty member** and ~~her~~ **their** physician determine that ~~she~~ **the faculty member** must **be** absent ~~herself~~ due to pregnancy disability, provided that ~~she~~ **the faculty member** can and does continue to perform the full duties and responsibilities of ~~her~~ **their** position.

DATE: 5/28/2024



Caroline DePiro, Chief Negotiator
Glendale College Guild

Brittany Grice, Chief Negotiator
Glendale Community College District