



MEMORANDUM OF UNDERSTANDING

Date: February 12, 2015

This **memorandum of understanding** is entered into between **Central Oregon Community College** (hereinafter referred to as the College) and the **Classified Association of Central Oregon Community College** (hereinafter referred to as the Association) on 02-12-15.

In the Association Collective Bargaining Agreement, Article 17.2 – Bereavement Leave, the language relating to "Additional Bereavement Leave and Use of Sick Leave" was not updated in the recent negotiations to reflect changes in the regulations for Bereavement Leave under Oregon Family Medical Leave Act (OFLA) that went into effect on January 1, 2014.

Per this Memorandum of Understanding, it is mutually agreed that the intent of Article 17.2 is for members to be accorded the amount of bereavement leave time specified in the OFLA regulations, and that accrued sick and vacation time will be used to cover any bereavement days needed beyond the 5 paid bereavement days allotted in Article 17.1.

In addition, the Human Resources director, in collaboration with the immediate supervisor, may, at their discretion, grant extra leave, paid (or unpaid) with available sick or vacation time, at his/her discretion for unusual or critical circumstances.

For the College:

For the Association:

Sally Sorenson 02/12/15
Sally Sorenson, SPHR Date
For the College

Renee Brazeau-Asher 2-12-15
Renee Brazeau-Asher Date
For the CACOCC