

CONTRACT AGREEMENT  
BETWEEN THE  
COMPTON COMMUNITY  
COLLEGE DISTRICT AND  
THE  
COMPTON COMMUNITY  
COLLEGE FEDERATION  
OF CLASSIFIED  
EMPLOYEES

LOCAL  
3486A  
CFT/AFT/  
AFL-CIO

July 01, 2017 through  
June 30, 2020

## ARTICLE VII: LEAVES OF ABSENCE

### A. Annual Vacations

1. Upon separation from service, bargaining unit members who are permanent employees shall be paid for accumulated vacation credit at their current rate of pay.
2. Permanent classified employees may postpone or interrupt vacation leave in order to begin another type of paid leave (such as sick leave, bereavement leave, or personal necessity leave) without return to active service in the case of an interruption, provided that the employee gives adequate notice and relevant supporting information to his/her immediate supervisor and such other leave is approved. Any vacation time which is postponed shall be granted in accordance with vacation dates available at time of request to take postponed vacation.
3. Vacation shall not become a vested right until successful completion of a six (6) month probation period. **Vacation, upon initial employment, shall be accumulated at the rate of eight hours per month of employment for full-time employees and prorated accordingly for part-time employees.**
4. Admission Day shall be a floating holiday. This holiday shall be used at the discretion of the bargaining unit member. The bargaining unit member shall make the request to his/her immediate supervisor five (5) working days prior to the requested floating holiday. The floating holiday must be approved by the supervisor and taken by the employee within the current fiscal year.
5. Longevity vacation days are prorated on an annual basis beginning on the first day of the employee's second year of service .



#### Longevity Vacation Allowance Years of Service Allowance

<b>2 Years</b>	<b>1 Day</b>
<b>3 Years</b>	<b>2 Days</b>
<b>4 Years</b>	<b>3 Days</b>
<b>5 Years</b>	<b>4 Days</b>
<b>6 Years</b>	<b>7 Days</b>
<b>7 Years</b>	<b>8 Days</b>
<b>8 Years</b>	<b>9 Days</b>
<b>9 Years and thereafter</b>	<b>10 Days</b>

*10 days+12 initial = 22  
Days @ 9 years*



# **Collective Bargaining Agreement**

**Between**

**Desert Community College District**

**And**

**California School Employees Association  
and its Chapter #407**

**July 1, 2021 – June 30, 2024**

Ratified by CSEA 6/30/2021

Board Approved 7/15/2021

Length/Service	Earned Vacation Time Per Calendar Month	Earned Vacation Time Per Fiscal Year
0-1 Yrs. Inc.	0.83 work days	10 days
2-3 Yrs. Inc.	1.00 work days	12 days
4-7 Yrs. Inc.	1.25 work days	15 days
8-10 Yrs. Inc.	1.42 work days	17 days
11-20 Yrs. Inc.	1.67 work days	20 days
21- 24 Yrs. Inc.	1.75 work days	21 days
<b>25 &amp; over</b>	<b>1.83 work days</b>	<b>22 days</b>

- 13.6 In the case of probationary employees who are assigned a regular twelve-month schedule, a vacation with salary shall not be granted in advance of vacation time earned. Newly employed unit members may take vacation only after they have completed six (6) months of employment with the District. Probationary unit members shall be compensated for unused vacation upon termination.
- 13.7 For permanent employees, the current fiscal year’s accrual of vacation with salary may be granted in advance of vacation time being earned.
- 13.8 A permanent unit member shall be allowed to interrupt or terminate a vacation leave in order to begin another type of paid leave without return to active service, provided the unit member supplies adequate notice and relevant supporting information regarding the basis for such interruption or termination including, upon request, medical verification to the appropriate supervisor.

**ARTICLE XIV: HOLIDAYS**

14.1 14.1 Unit members shall be entitled to the following 18 paid holidays (or as prorated based on FTE if applicable) provided the unit member is in paidstatus during any portion of the working day immediately preceding or succeeding the holiday:

Independence Day	Legal Holiday
Labor Day	Legal Holiday
Veteran's Day	Legal Holiday
Thanksgiving Day	Legal Holiday
Friday following Thanksgiving	Local Holiday
Winter Break Holiday (Three days total)	Local Holiday
Christmas Day	Legal Holiday
In lieu of Admissions Day	Local Holiday



**PERALTA COMMUNITY COLLEGE DISTRICT**

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**Agreement Between**

**The Peralta Community College District**

**And**

**Service Employees International Union**

**Local 1021**

**Permanent Employees**

**Contract**

**July 1, 2015 – June 30, 2018**

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**Berkeley City College**

**College of Alameda**

**Laney College**

**Merritt College**

**14.1 Eligibility**

All employees shall earn paid vacation time according to the provisions of this Article with vacation benefits earned on a calendar year basis.

**14.2 Accumulation**

Vacation time shall be earned and accumulated on a monthly basis in accordance with the following schedule.

**14.2.1 Twelve (12)-Month Employee**

- a. One (1) through five (5) years:  
Ten (10) days vacation (.83 days vacation for each month of service)
- b. Six (6) through Ten (10) years:  
Fifteen (15) days vacation (1.24 days vacation for each month of service)
- c. Eleven (11) years and over:  
Fifteen (15) days vacation, plus one (1) additional day of vacation for each additional year of service after ten (10) years not to exceed a maximum of twenty (20) days at the completion of fifteen (15) years of service.

**14.2.2 Proration**

Employees working less than twelve (12) months per year shall be granted vacation leave on a prorated basis as the number of months they are employed bears to twelve (12 months).

**14.3 Vacation Pay**

- a. Pay for vacation days for all employees shall be the same as that which the employee would have received had he/she been in a working status.
- b. A unit employee working eleven (11) months or less is entitled to receive pay for earned but unused vacation days accrued during the current year if a written request was submitted in accordance with Section 14.7 and the request was denied.
- c. Employee shall be paid by the end of the funding period (Applies to categorically funded programs).

**14.4 Vacation Pay Upon Termination**

When an employee is terminated for any reason after the completion of probation, he/she shall be entitled to all vacation pay earned and accumulated up to and including



## **Agreement Between**

**The  
Council of Classified Employees  
CCE/AFT Local #4522**

**and**

**Palomar Community College District**

**July 1, 2017 – June 30, 2020**

- **FY17-18**
- **FY18-19**
- **FY19-20**

***Ratified by Governing Board: July 11, 2017***

## ARTICLE 16 - VACATION

### 16.1 General Provisions

#### 16.1.1 Eligibility

Probationary and permanent classified employees in the bargaining unit represented by CCE/AFT shall earn paid vacation time. Vacation is earned on a monthly basis commencing with the first month of employment. Employees are not entitled to accrue vacation credits while on leave without pay, during a break in service or after the last day that service is performed.

### 16.2 Accrual

#### 16.2.1 Full-Time Employees

Vacation for full-time employees who have a regular assignment of forty (40) hours per week shall accrue according to the following schedule:

0-5 years of service	1.5 days per month (18 days)
6-10 years of service	1.67 days per month (20 days)
11+ years of service	2 days per month (24 days)

#### 16.2.2 Less than Full-Time Employees

For all employees, regularly employed for fewer than 35 hours per week, regardless of the number of hours or days worked per week, the vacation credit shall be computed pro rata for each hour the employee is in paid status.

#### 16.2.3 Carry-Over and Maximum Accrual

Vacation days accrued may be carried forward from year to year. An employee may earn or accrue up to, but no more than, the amount of vacation that could be accrued by the employee in a two-year period except as provided in Section 16.2.3.1.

When an employee accrues the maximum allowable vacation days, the employee shall not accrue any additional vacation days beyond the maximum accrual until vacation days are used to reduce the accrual below the maximum. Employees with vacation accruals in excess of the maximum will cease to accrue vacation until the excess accrual is used.

##### 16.2.3.1 Exception to Maximum Accrual. When the needs of the District prevent an employee from scheduling earned vacation such that the employee will exceed the maximum accrual allowed within the two year limit, the