



**WEST VALLEY-MISSION COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES
RESOLUTION NO. 26072102**

**ENDORSEMENT OF ASSEMBLY BILL 65 (AGUIAR-CURRY) — SCHOOL AND
COMMUNITY COLLEGE EMPLOYEES: PAID PREGNANCY AND RELATED
DISABILITY LEAVE**

WHEREAS, the Board of Trustees of the West Valley-Mission Community College District affirms that the well-being of District employees is integral to its "Student First" mission, recognizing that students are best served by faculty, classified professionals, and administrators who are supported as whole people in both their personal and professional lives; and

WHEREAS, the District is committed to supporting its employees with dignity, stability, and respect, including through policies that advance equity and remove barriers for those who are building or supporting families; and

WHEREAS, pregnancy, childbirth, pregnancy loss, termination of pregnancy, and related recovery are significant health and family events that warrant time, care, financial security, and continuity of health coverage, and employees should be able to attend to these needs without exhausting the accrued sick leave reserved for future illness and family care; and

WHEREAS, under current law and applicable collective bargaining agreements, District employees who are disabled by pregnancy or childbirth must first exhaust accrued sick leave and thereafter receive only substitute-differential pay, a structure that diminishes employees' economic security and erodes leave balances reserved for future illness and family needs; and

WHEREAS, preserving accrued sick leave for illness, injury, and future health needs advances the District's commitment to employee wellness, family stability, and a humane workplace; and

WHEREAS, Assembly Bill 65 (Aguiar-Curry) would require community college districts to provide up to fourteen weeks of paid leave for classified and academic employees experiencing pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from those conditions, without regard to minimum hours worked or length of service, and would require employers to maintain group health coverage for the duration of such leave; and

WHEREAS, AB 65 advances the principle that educational employees should be able to attend to their health and families without forfeiting their financial security or being compelled to choose between recovery and economic stability; and

WHEREAS, supporting paid leave for pregnancy, childbirth, and related recovery is consistent with the District's values of equity, inclusion, respect, and care for the people who make public education possible; and

WHEREAS, family-centered leave benefits are expressions of compassion and fairness as well as practical instruments for recruiting and retaining exceptional faculty, classified professionals, and administrators in a high-cost and highly competitive labor market, thereby strengthening institutional stability, improving morale, and helping ensure that the District remains an employer of choice for talented public servants; and

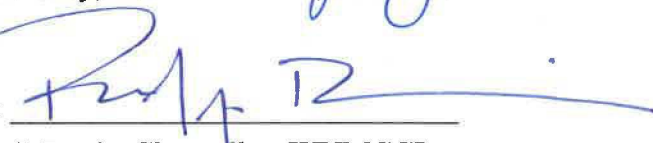
WHEREAS, although the District, as a community-supported (basic aid) district, would not receive the funding contemplated by the current bill language, the District's community-support funding may nonetheless be directed in ways that reflect its core values and sustain a competitive employee benefit package; now, therefore, be it

RESOLVED that the Board of Trustees of the West Valley-Mission Community College District hereby endorses Assembly Bill 65 and urges its enactment as an employee-centered measure that establishes paid leave for pregnancy and related disability, preserves accrued sick leave, and affirms the dignity and well-being of community college employees; and, be it further

RESOLVED that the Board authorizes the Chancellor to transmit this resolution to the Governor, the members of the California Legislature, the California Community Colleges Chancellor's Office, and other pertinent stakeholders, and to advocate actively in support of Assembly Bill 65 on behalf of the District.

Dated: July 21, 2020

Signed: 
Adrienne Grey, Board President, WVMCCD

Signed: 
Bradley J. Davis, Chancellor, WVMCCD