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**TENTATIVE AGREEMENT BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE
PASADENA CITY COLLEGE CALIFORNIA FEDERATION OF TEACHERS (PCC-CFT)
LOCAL 6525**

March 15, 2022

8 The collective bargaining proposal presented herein by the Pasadena Area Community College
9 District to the Pasadena City College California Federation of Teachers (PCC-CFT) Local 6525
10 is expressly made pursuant to the Educational Employment Relations Act and the Collective
11 Bargaining Contract between the parties.
12

13 The following articles shall be deemed to remain unchanged in the Collective Bargaining
14 Agreement except as set forth below:
15

**ARTICLE 14
LEAVES**

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19 **14.1 Sick Leave**

- 20 A. Full time unit members earn full-pay sick leave at the rate of one (1) day
21 (eight hours) per calender month not to exceed the total number of months
22 of the employee's assignment. Such sick leave may be accumulated from year
23 to year. Employees on less than one hundred (100) percent assignments earn
24 sick leave on a pro rata percentage basis. All unused sick leave accumulates
25 from year to year. If an employee previously worked for another community
26 college district or county school, he/she may be entitled to transfer the earned
27 sick leave. Upon the employee's report, the Human Resources Office will
28 facilitate the transfer.
- 29 B. At the beginning of the fiscal year, July 1, a regular employee will be
30 advanced one (1) day of sick leave for every month of assignment. A new
31 employee may be advanced a maximum of six (6) days, or the proportionate
32 amount to which he/she may be entitled, for use prior to the completion of six
33 (6) months of active service. After six (6) months, the new employee will be
34 advanced additional sick leave in the amount of one (1) day per month for
35 the remaining months of the employee's annual assignment.
- 36 C. Holidays occurring during authorized sick leave will not be charged against
37 sick leave.
- 38 D. If an employee is unable to report for duty on any scheduled working day, it is
39 the employee's obligation to inform his/her supervisor of such absence. If an
40 absence due to illness is such that the employee is not certain whether

41 he/she will be able to work each day, the employee shall notify his/her
42 supervisor each day to reaffirm the absence. Failure to appear for duty
43 without notifying the supervisor as soon as possible after the usual time
44 to report to work will be considered personal absence without pay and may
45 be grounds for discipline.

46 E. The District retains the right to require a doctor's report verifying illness and/or
47 fitness to return to duty at the District's discretion. In addition, whenever
48 an absence requires a doctor's care and it appears to the doctor that the illness
49 will require an absence of more than ten (10) working days, the employee
50 must arrange for the attending physician to send a report on a District form
51 to the Office of Human Resources stating the nature and anticipated
52 duration of the illness. The employee must notify his/her immediate supervisor
53 on the first day of each week to verify that he/she still is unable to work. A
54 new report from the doctor may be necessary monthly for an extended illness.

55 F. Whenever an employee is absent due to illness for more than ten
56 (10) consecutive working days, the employee must provide the Office of
57 Human Resources with a written release from a physician stating that the
58 employee is able to return to regular duties as of a specific date. The supervisor
59 may not permit the employee to return to work without the clearance from the
60 Office of Human Resources. Failure to comply with the Article may lead
61 to unpaid leave until such clearance is obtained.

62 G. When an employee has used all accrued full-pay sick leave, he/she may
63 be eligible for extended sick leave paid at fifty (50) percent of the employee's
64 regular rate of pay. During the fiscal year, extended sick leave is provided
65 up to a maximum of one hundred (100) working days of paid leave, including
66 full-pay sick days. Part-time employees will be afforded these same rights on
67 a pro rata basis for one hundred (100) days. When an employee has used all
68 accrued full- pay sick leave and becomes eligible for extended sick leave,
69 they may use accrued vacation days in lieu of the extended sick leave pay in
70 order to achieve fully paid days. Each day of redeemed extended sick leave
71 shall account for 100% of an employee's scheduled hours, compensated at
72 50% of the employee's regular rate of pay.

73 H. Employees who wish to use extended sick leave benefits shall provide a
74 physician statement that the illness, injury, or incapacity requires absence from
75 duty during the period of extended sick leave. The District reserves the right

76 to require proof of illness and may refer any claims for extended sick leave
77 benefits to the District physician whose decision as to the employee's
78 eligibility shall be final.

79 I. Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and
80 recovery therefrom are, for all job-related purposes, temporary disabilities and
81 shall be treated as a condition of illness. Eligible employees are entitled
82 to receive compensation at their regular rate of pay charged against credited
83 sick leave for the workdays missed during the period of disability, provided
84 that the District receives a medical status report from the attending physician.

85 J. Unit members can use sick leave to bond with a new child in accordance to
86 Education Code §88207.5, based on the following: (1) a biological parent using
87 the leave within the first year of his or her infant's birth; and (2) a non-biological
88 parent using the leave within the first year of legally adopting a child.

89 K. Absence required due to the employee's dental or medical appointments may
90 be charged against sick leave. Prior notification shall be provided to the
91 immediate supervisor as soon as the need to absent is known and will follow
92 Section D in regards to the notification process.

93 L. The SB579, "Kin Care" law provides to a parent or guardian of a Kindergarten
94 to 12 grade child, up to 40 hours of unpaid leave, unless another leave type is
95 authorized and approved, each fiscal year; not to exceed 8 hours per month.
96 The purpose of this time is to participate in activities of the school or licensed
97 daycare facility of his/her children.

98 14.2 Personal Necessity Leave.

99 A. Unit members entitled to sick leave benefits are eligible for personal necessity
100 leave to be charged against unused, accrued full-pay sick leave. Such leave
101 may be granted for the following reasons:

102 1. The death of a member of the employee's immediate family or
103 immediate household when the number of days absent exceeds the
104 limit provided in the Bereavement section of this Agreement. As used
105 in the Article, member of the employee's immediate family means the
106 employee's spouse, domestic partner, son, daughter, father, mother,
107 brother, sister, father-in-law, mother-in-law, grandparents,
108 grandchildren of the employee or of the spouse/domestic partner of
109 the employee, son-in-law, daughter- in-law, or any relative living in the
110 immediate household of the employee, or any other person for whom

111 the employee is legally responsible. As used in this Article, a member
112 of the employee's immediate household means a person who is, for
113 all intents and purposes, a full-time resident of the same household as
114 the employee.

- 115 2. An accident involving the employee's person or property, or the
116 person or property of a member of the employee's immediate
117 family or immediate household as defined in paragraph II. A. 1. Such
118 accident must be serious in nature, involve circumstances the
119 employee cannot reasonably be expected to disregard, and
120 require the attention of the employee during usual assigned hours
121 of service.
- 122 3. An appearance of the employee in court as a litigant party or as a
123 witness except under an official order. The employee must return to
124 work in cases where it is not necessary for the employee to be absent
125 beyond the employee's normal meal period.
- 126 4. An illness of a member of the employee's immediate family or
127 immediate household as defined in paragraph II. A. 1. above, serious
128 in nature, which under the circumstances the employee cannot
129 reasonably be expected to disregard and which requires the
130 attention of the employee during the assigned hours of service.
- 131 5. The birth of a child making it necessary for an employee who is the
132 father of the child to be absent from his position during his
133 assigned hours of service.
- 134 6. Imminent danger to the home of an employee occasioned by a factor
135 such as flood or fire, serious in nature, which under the circumstances
136 the employee cannot reasonably be expected to disregard and which
137 requires the attention of the employee during the assigned hours of
138 service.
- 139 7. Personal business of a nature that cannot be transacted outside of
140 assigned working hours for which there is no alternative as to
141 person, time, or place for its transaction.

142 B. Personal Necessity is subject to the following conditions:

- 143 1. The total number of days allowed in the fiscal year for such leave shall
144 not exceed seven (7) days (56 hours)
- 145 2. The days allowed shall be deducted from and may not exceed the

- 146 number of accrued full-pay sick days.
- 147 3. Personal necessity leave may not be taken during a scheduled vacation
148 or a leave of absence.
- 149 4. Personal necessity leave may not be taken for purposes that involve
150 payment for the employee's services.
- 151 5. Personal necessity leave may not be taken to extend vacation time.
- 152 6. Personal necessity leave may not be used for tardiness.
- 153 7. Personal necessity leave may not be used for any activity that is contrary
154 to law.
- 155 C. Personal necessity leave claimed against accrued sick leave must be so
156 designated in the time reporting system, but reasons for such leave are
157 not required. However, the District may require such proof of the need for
158 the use of personal necessity.

159 14.3 Bereavement Leave.

- 160 A. Employees are eligible for a paid leave of absence for a death in the
161 immediate family or the immediate household. The allowed leave may not
162 exceed five (5) working days.
- 163 B. Employees must provide such proof of eligibility for bereavement leave
164 benefits as may be required by the District.
- 165 C. The immediate family includes the employee's spouse, domestic partner,
166 son, daughter, father, mother, brother, sister, father-in-law, mother-in-law,
167 grandparents, grandchildren of the employee or the spouse/domestic
168 partner of the employee, son-in-law, daughter-in-law, or any relative living in
169 the immediate household of the employee as defined in Part II. A. 1. or any
170 other person for whom the employee is legally responsible.
- 171 D. Up to one (1) day's paid leave may be granted for an employee to make
172 funeral arrangements and/or to attend the funeral of relatives not listed
173 above.
- 174 E. Up to one (1) day's paid leave may be granted for an employee to attend
175 the funeral of a friend.
- 176 F. Paid bereavement leave is not available during unscheduled hours or
177 days of
178 employment, during an unpaid leave of absence, or during the unpaid period
179 of the year for those employees on a ten- (10) month or eleven (11) month
180 assignment.

181 14.4 Industrial Accident/Illness Leave.

- 182 A. An injury which occurs while the employee is at work must be reported
183 immediately to the employee's immediate supervisor, and an Industrial
184 Accident/Illness Report must be prepared at once.
- 185 B. Necessary medical care and hospitalization are covered by Workers'
186 Compensation Self-Insurance Fund under California Workers' compensation
187 laws.
- 188 C. Employees with injuries requiring the attention of a physician should be sent
189 for medical treatment to the medical facility designated by the District. This
190 facility has been especially selected for the treatment of the employee's
191 injuries, and the doctors are familiar with workers' compensation laws
192 regarding reporting and billing. Information on the proper procedures to follow
193 may be obtained from the Office of Business Services.
- 194 D. An employee who has given written notice to the District prior to any injury
195 or illness of his/her desire to be treated by a personal physician may consult
196 that physician. However, in the event of an emergency situation, proper
197 medical aid should be rendered immediately.
- 198 E. The District reserves the right to require employees to be examined by
199 District selected physicians.
- 200 F. Regular employees eligible for workers' compensation who are absent from
201 duty because of illness or injury directly resulting from an industrial
202 accident/illness may be granted a paid industrial accident/illness leave from
203 the fourth day up to and including the last day of such absence, not to exceed
204 sixty (60) working days for the same accident. The amount of salary due in
205 any calendar month will be
206 the amount receivable as if the accident/illness had not occurred.
- 207 G. While an employee is on paid industrial accident/illness leave, the
208 temporary disability indemnity check payable to the employee must be mailed
209 from the claims administrator to Fiscal Services, Payroll Section. The Payroll
210 Section will notify the employee to endorse the check. Regular paychecks will
211 not be released until the disability indemnity checks from the claims
212 administrator have been endorsed.
- 213 H. If an employee is unable to return to work after using all paid industrial
214 accident/illness leave, the employee's absence will be charged against
215 his/her accumulated sick leave. When all accrued full-pay sick leave has been

216 used, the employee is eligible for extended sick leave paid at fifty (50)
217 percent of his/her regular salary up to a maximum of one hundred (100) days.

218 I. While on extended sick leave, the employee may keep that portion of the
219 worker's compensation disability payment which when added to the
220 extended sick leave is equal to a full day's wage or salary.

221 14.5 Jury Duty or Subpoena Leave.

222 A. Employees are eligible for paid leave when they are required to be absent
223 because of a mandatory court appearance, except as a litigant. No more
224 than two (2) percent of the classified staff will be granted paid jury duty leave
225 at any one time.

226 B. Employees are required to notify the immediate supervisor and the Office
227 of Human Resources upon receipt of the required jury duty notice. Employees
228 are required to return to work during any workday or portion thereof during
229 which jury duty service is not required.

230 C. The District requires verification of jury duty prior to providing
231 compensation. In order to receive full compensation during required
232 service, the employee must sign over to the District all compensation
233 received for jury duty less mileage reimbursement. In the case of subpoena
234 leave, the employee must submit a copy of the subpoena or a certificate from
235 the clerk of the court with the absence report.

236 14.6 Military Leave.

237 A. Employees who are members of the reserve corps of the armed forces of
238 the United States or of the National Guard or national militia are eligible for a
239 temporary military leave of absence not to exceed one hundred eighty (180)
240 days for required active duty. Military service includes orders to report for
241 military or Veteran's physical examinations and service in the reserve corps. If
242 the employee belongs to an Armed Forces Reserve Unit and is required to
243 report for annual training duty, military leave will apply for the period of training
244 duty. In lieu of paid leave, the District may adjust the work schedules of
245 employees who serve weekend National Guard duty, so that such duty is
246 served by employees on their own time.

247 B. Employees who have been employed by the District at least one (1) year
248 immediately prior to the day on which the military leave of absence begins
249 will receive regular compensation for the first thirty (30) calendar days of said
250 leave if this time falls within the employee's usual work period. Pay for such

- 251 purposes will not exceed thirty (30) days in any one (1) fiscal year.
- 252 C. An employee employed less than one (1) year may use six (6) days of personal
253 necessity leave for this duty, but the remainder of the military leave will be
254 unpaid.
- 255 D. If the employee's military unit is called to active duty, the military leave is
256 expected to exceed one (1) month, and the employee wishes to return to
257 the presently held position at the expiration of the leave, a statement to
258 that effect must be included in the request for leave. At the option of the
259 District, a qualified replacement may be employed to perform the duties of
260 the position during the leave. At least ninety (90) days prior to the expected
261 date of return from military leave, the employee must notify the Office of
262 Human Resources confirming his/her desire to return to the former position.
- 263 E. Reinstatement of employees who fail to comply with these requirements will
264 be at the discretion of the District and will depend upon the availability of a
265 suitable vacancy.
- 266 F. A copy of military orders must be presented to the Office of Human
267 Resources when requesting any military leave.

268 14.7 Unpaid Leave of Absence.

- 269 A. Employees in regular status may be granted an unpaid leave of absence for
270 the following reasons:
- 271 1. Recuperation from illness or injury
 - 272 2. Personal business of a non-profit nature
 - 273 3. Extended travel
 - 274 4. Care of dependent or close relative
 - 275 5. Military service
 - 276 6. Maternity Leave
- 277 B. Unpaid leave will not be granted for the employee to take paid employment of
278 a nature that could be construed to be permanent or is likely to become
279 permanent.
- 280 C. Unpaid leave will not be granted for more than six (6) months at a time and
281 may be extended. A leave of absence may be revoked by action of the Board
282 of Trustees when it appears to the satisfaction of the Board that the absent
283 employee is engaged in activities for which the initial leave would not have
284 been granted.
- 285 D. Unpaid leave of one (1) week or less is subject to the approval of the cost

286 center manager. Unpaid leave of more than one (1) week but less than (4)
287 weeks is subject to the approval of the appropriate Assistant Superintendent
288 or Dean. All leaves of four (4) weeks or more are subject to the approval
289 of the Board of Trustees.

290 E. If time spent on unpaid leave equals or exceeds one (1) month, the
291 employee's Service Increment Date and the Step Increase Date will be
292 adjusted by the number of months of unpaid status. For this purpose, the
293 employee will be considered in unpaid leave status for a minimum of one (1)
294 month for any leave that equals or exceeds twelve (12) working days, and the
295 employee will be considered in unpaid leave status for that month.

296 F. If the employee wishes to return to his/her current position at the expiration of
297 the leave, a statement to that effect must be included in the request for leave.
298 If the employee does not wish to return to the current position, assignment to
299 another position in the same class and at the same salary will depend on the
300 availability of a suitable position.

301 G. If an employee requests to return from a leave earlier than the authorized
302 expiration date granted by the Board of Trustees, the Board of Trustees
303 will determine the date of return.

304 H. Application forms for leave of absence are available in the Office of Human
305 Resources. When the leave has been approved by the cost center manager,
306 the completed form should reach the Office of Human Resources at least
307 two (2) weeks before the effective date of the leave to allow sufficient time
308 for Board approval

309 I. The District does not pay insurance premiums for employees on unpaid
310 leave. The District-sponsored health insurance and life insurance plans may
311 be continued for the length of the approved leave if the employee pays the
312 premium(s). The employee assumes complete responsibility for the timely
313 receipt of the premium(s) by the first day of the month for coverage to continue
314 in that month.

315 J. The employee must reinstate District-sponsored insurance plans in the
316 Benefits Office located in Human Resources upon his/her return.

317 K. It is the employee's responsibility to reinstate all voluntary deductions in
318 Human Resources when returning from leave.

319 14.8 Family and Medical Leave. As required by State and Federal law, the District will
320 provide family and medical care leave for eligible employees. The following provisions

321 set forth unit members' rights and obligations with respect to such leave. Rights
322 and obligations which are not specifically set forth below are set forth in the
323 Department of Labor regulations implementing the Federal Family and Medical
324 Leave Act or 1993 ("FMLA"), and the regulations of the California Fair Employment
325 and Housing Commission implementing the California Family Rights Act ("CFRA")
326 (Government Code §12945.2).

327 A. Members Eligible for Leave. A member is eligible for leave if the member:

- 328 1. Has been employed for at least twelve (12) months; and
- 329 2. Has been employed for at least 1,250 hours during the twelve (12)
330 month period immediately preceding the commencement of the leave.

331 B. Reasons for Leave. Leave is only permitted for the following reasons:

- 332 1. The birth of a child or to care for a newborn of a member;
- 333 2. The placement of a child with a member in connection with the
334 adoption or foster care of a child;
- 335 3. Leave to care for a child, parent, or a spouse who has a serious health
336 condition;
- 337 4. Leave because of a serious health condition that makes the member
338 unable to perform the functions of his/her position;
- 339 5. Leave for a qualifying exigency arising out of the fact that the
340 member's spouse, son, daughter, or parent is a covered military
341 member on covered active duty; or
- 342 6. Leave to care for a covered servicemember with a serious injury or
343 illness if the member is the spouse, son, daughter, parent, or next of
344 kin of the servicemember.

345 C. Amount of Leave. Eligible members are entitled to a total of twelve (12)
346 workweeks of leave during any twelve (12) month period. A member's
347 entitlement to leave for the birth or placement of a child for adoption or
348 foster care expires twelve (12) months after the birth or placement.

349
350 The twelve (12) month period for calculating leave entitlement will be a
351 "rolling period" measured backward from the date leave is taken and
352 continues with each additional leave day taken. Thus, whenever a member
353 requests leave, the District will look back over the previous twelve (12)
354 month period to determine how much leave has been used in determining
355 how much leave a member is entitled to.

356 D. Member Benefits While on Leave. Except as set forth in the Section E (below) or
357 otherwise required by law, leave under this Article is unpaid. In addition, while on
358 leave, members will continue to be covered by the District's medical insurance.
359 However, members will not continue to be covered under the District's non-health
360 benefit plans unless members make the appropriate contributions for continued
361 coverage.

362
363 If a member fails to return to work after his/her leave entitlement has been
364 exhausted or expires, the District shall have the right to recover its share of
365 health plan premiums for the entire leave period, unless the member does not
366 return because of the continuation, recurrence, or onset of a serious health
367 condition of the member or his/her family member which would entitle the member
368 to leave or because of circumstances beyond the member's control. The District
369 shall have the right to recover premiums through deduction from any sums
370 due to the District (e.g., unpaid wages, vacation pay).

371 E. Use of Other Accrued Leaves While on Leave. A member must exhaust his/her
372 accrued paid leave (e.g., vacation, sick, compensatory time) concurrently with
373 FMLA/CFRA leave to the same extent members have the right to use their
374 accrued paid leaves concurrently with FMLA/CFRA leave. If a member uses
375 leave for any reason which is FMLA/CFRA-qualifying, the District will designate
376 that non-FMLA/CFRA leave as running concurrently with the member's 12 (or 26)
377 week FMLA/CFRA leave entitlement.

378 F. Medical Certification.

379 1. Members who request leave for their own serious health condition or to
380 care for a child, parent or a spouse who has a serious health condition,
381 must provide written certification from the health-care provider of the
382 individual requiring care. If the leave is requested because of the member's
383 own serious health condition, the certification must include a statement
384 that the member is unable to perform the essential functions of his/her
385 position.

386 2. A member who requests leave to care for a covered servicemember who
387 is a child, spouse, parent, or next of kin of the member must provide written
388 certification from a health care provider regarding the injured
389 servicemember's injury or illness.

- 390 3. The first time a member requests leave because of a qualifying exigency,
391 the member must provide a copy of the covered military member's active
392 duty orders or other documentation PCC issued by the military which
393 indicates that the covered military member is on covered active duty or
394 call to active duty status in a foreign country, and the dates of the covered
395 military member's active duty service. A copy of the new active duty orders
396 or similar documentation shall be provided to the employer if the need
397 for leave because of a qualifying exigency arises out of a different active
398 duty or call to active duty status of the same or a different covered military
399 member.
- 400 4. If a member provides an incomplete medical certification, the member will
401 be given a reasonable opportunity to cure any such deficiency. However,
402 if a member fails to provide a medical certification within the time frame
403 established by this agreement, the District may delay the taking of leave
404 until the required certification is provided.
- 405 5. If the District has reason to doubt the validity of a certification, the District
406 may require a medical opinion of a second health-care provider chosen
407 by the District. If the second opinion is different from the first, the District
408 may require the opinion of a third provider jointly approved by the District
409 and the member, but paid for by the District. The opinion of the third
410 provider will be binding.
- 411 6. If a member requests leave intermittently (a few days or hours at a time)
412 or on a reduced leave schedule to care for an immediate family member
413 with a serious health condition, the members must provide medical
414 certification that such leave is medically necessary. "Medically necessary"
415 means there must be a medical need for leave and that the leave can
416 best be accomplished through an intermittent or reduced leave schedule.
- 417 G. Member Notice of Leave. Although the District recognizes that emergencies arise
418 which may require members to request immediate leave, members are required
419 to give as much notice as possible of their need for leave. Except for qualifying
420 exigency leave, if leave is foreseeable, members are required to give at least
421 thirty (30) days' notice. In addition, if a member knows that he/she will need leave
422 in the future, but does not know the exact date(s) (e.g., for the birth of a child or
423 to take care of a newborn), the member shall inform his/her supervisor as soon
424 as possible that such leave will be needed. If the District determines that a

425 member's notice is inadequate or the member knew about the requested leave in
426 advance of the request, the District may delay the granting of the leave until it
427 can, in its discretion, adequately cover the position with a substitute. For
428 foreseeable leave due to a qualifying exigency, an employee must provide notice
429 of the need for leave as soon as practicable, regardless of how far in advance
430 such leave is foreseeable.

431 H. Reinstatement Upon Return from Leave. Upon expiration of leave, a member is
432 entitled to be restored to the position of employment held when the leave

433 commenced or to an equivalent or comparable position.

434
435 As a condition of restoration of a member whose leave was due to the member's
436 own serious health condition, which made the member unable to perform his/her
437 job, the member shall obtain and present a fitness-for-duty certification from the
438 health-care provider that the member is able to resume work. Failure to provide
439 such certification will result in denial of restoration.

440 I. Required Forms. Members must fill out the following applicable forms in
441 connection with leave under this Section:

- 442 1. "Request for Family or Medical Leave" form prepared by the District to
- 443 be eligible for leave;
- 444 2. Medical Certification either for the member's own serious health
- 445 condition or for the serious health condition of a child, parent or spouse;
- 446 3. Authorization for Payroll Deductions for Benefit Plan
- 447 Coverage Continuation; and
- 448 4. Fitness for Duty to Return from Leave form.

449 14.9 Unauthorized Leave. Any unit member absent without being on approved leave shall
450 have deducted from his/her salary the appropriate amount covering such period. The
451 District reserves the right to take appropriate disciplinary action against such unit
452 member. Failure to notify the District of anticipated absence prior to the commencement
453 of the unit member's shift may constitute unauthorized leave.

454 14.10 Break in Service. No absence under any paid leave provisions of this Article shall be
455 considered as a break in service for any unit member who is in paid status, and
456 all benefits accruing under the provisions of this Agreement shall continue to accrue
457 under such absence.

458 14.11 Nothing in this Article shall restrict the rights given to employees under State law.

459 Signed and entered into this 15th day of March, 2022.

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461
462 FOR THE DISTRICT

463 
464 Robert Blizinski (Mar 18, 2022 10:45 PDT)

465 Robert S. Blizinski

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467

468

FOR PCC-CFT, Local 6525

463 
464 Julio Huerta (Mar 18, 2022 13:42 PDT)

465 Julio C. Huerta

466 
467 Ahrien T. Johnson (Mar 16, 2022 12:22 PDT)

468 Ahrien T. Johnson