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**ADOPTED**  
BOARD OF TRUSTEES OF  
COMMUNITY COLLEGE DISTRICT NO. 508

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County of Cook and State of Illinois

MAR 4 1999

COUNTY OF COOK  
AND STATE OF ILLINOIS

RESOLUTION: AMEND THE RULES FOR THE MANAGEMENT AND GOVERNMENT  
of the  
CITY COLLEGES OF CHICAGO  
GENERAL WORKING CONDITIONS [Article III, Section 3.8] and  
ADD SECTIONS 3.8.19 and 3.13

WHEREAS, Section 1.7 of the Rules for the Management and Government of the City Colleges of Chicago, provides for amendments to said Rules; and

WHEREAS, the administration has proposed amendments to Article III, Section 3.8.10, and the addition of two new Sections 3.8.19 and 3.13 as outlined in the attachment to this Resolution; and

WHEREAS, the Board Committee on Human Resource Services has reviewed these amendments and concurs.

NOW, THEREFORE, BE IT RESOLVED that said amendments to Article III of the Rules for the Management and Government of the City Colleges of Chicago shall be effective immediately upon passage of this Resolution.

March 4, 1999

RESOLUTION: AMEND THE RULES FOR THE MANAGEMENT AND GOVERNMENT [Article III]  
AND ADD SECTIONS 3.8.19 AND 3.13  
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General Working Conditions:

3.8.10 ~~Special Leaves of Absence~~ Bereavement Leaves With Pay.

- a. The Chancellor may approve short leaves of absence with pay, not to exceed five (5) days, to permit a *full-time* employee to attend the funeral of a deceased parent, grandparent, parent-in-law, spouse, child, brother or sister. Such absences shall not be charged against sick leave.
- b. The Chancellor may approve short leaves of absence with pay, not to exceed five (5) days to permit a *full-time* employee to attend the funeral of a close friend or relative. Such absences shall be charged against sick leave.

3.8.19 Abandonment of Employment.

*An employee will be considered to have abandoned his/her employment and subject to termination if:*

1. *The employee is absent for 3 consecutive work days without prior written approval and without speaking directly with his/her supervisor; or*
2. *The employee is on an approved leave or vacation and fails to either return to work on the scheduled date of return or to obtain a written approval for an extension of leave and/or vacation prior to the scheduled date of return.*

*Such termination will be effective as of the last date of work attended or the last date of the approved leave and/or vacation whichever applies.*

3.13 Precedence of Union Agreements.

*In the event of conflict or inconsistency between the language in this Article III and the terms of the Board's collective bargaining agreements, the latter shall be controlling. This provision shall not be interpreted as a waiver or modification of any rights that the Board has under federal, state and local laws.*

March 4, 1999