

Key: AFT	Key: CCSF
Current contract language <u>AFT language</u> ~~AFT strikethrough of current contract language~~ AFT language the District accepts Moving party (AFT) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>	Current contract language <u>District language</u> ~~District strikethrough of current contract language~~ District language that AFT accepts Moving party (District) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>

09/22/2026 | AFT to CCSF |

10/05/2026 | CCSF to AFT |

16.H. I.C.E. Protections

1. As evidenced in CCSF Board and Administrative policies related to immigration enforcement (5.041 & 5.042) and the Jan 23 2025 Board of Trustees resolution, and in line with San Francisco's city-wide Sanctuary Ordinance, CCSF is a sanctuary campus. The District will regularly inform faculty of its immigration enforcement policies through a Sanctuary Campus informational sheet included in the new-hire packet and email communications to all faculty at least once a semester. When obligated to do so, CCSF will ensure it complies with federal legal requirements.
2. To further promote awareness of the Sanctuary Campus policies and the health and safety of the campus community, the District and AFT 2121 and other groups such as the Dream Center, student representatives, and/or the Academic Senate shall meet to develop a voluntary flex day training program for faculty on how to appropriately respond to ICE agents should they request entrance to the school facilities or grounds. The District will offer this training at least annually.
3. Signage—Campus facilities will be clearly marked to indicate areas where access is restricted to employees, students and authorized guests, distinct from public areas. Signs explaining the Sanctuary Campus policy and procedures for responding to immigration enforcement personnel will be posted in every campus building, taking into account needs for language access.
4. District personnel shall not discuss or reveal the personal information, including immigration status, of any student, faculty member, or staff person with anyone, unless disclosing this information is permitted by federal and state law, including California Education Code section 66093.3, and is shared in accordance with the District's AP

5.041 *Student Information Relating to Immigration*. An example of such an exception would be documenting the AB540 status of a student.

5. Faculty who come into contact with immigration enforcement personnel on or near campus will report said contact to the Office of the Chancellor or their designee when the Chancellor's office is not available. Faculty are not expected to receive a warrant nor consent to the entry of, or take action on a warrant an administrative warrant (such as ICE Form I-200 or I-205) from immigration enforcement personnel, and shall refer any warrant presented to the Office of the Chancellor or designee to verify whether it is a judicial warrant. The District will provide faculty with contact information including a designee that is available during all hours that facilities are open.
6. ~~Legal Defense—The District shall provide defense and indemnification representation to faculty who are are planning for and navigating any civil or criminal charges placed against them based on their actions following the guidance of AP 5.041 and AP 5.042 or subsequent Administrative Policies on responding to immigration enforcement.~~ In accordance with Government Code sections 995 through 996.
7. CCSF Employees shall not face any District discipline for following the policies contained in this Article conduct undertaken in good-faith compliance with the policies contained in this Article and consistent with Section 16.H.8 below.
8. The provisions contained within this article shall in no way prohibit the District from honoring and complying with a duly authorized warrant (i.e., a judicial warrant issued and signed by a judge or magistrate) and in no way shall obligate the Employer or any of its agents to violate any State or Federal statutes.

Article 17: Leaves – The District is still reviewing this and will incorporate this into the Leaves Article when the District presents its Leave proposal.

17.F. 1.1. Personal Emergency Leave. Prior notice or management approval is not required for Personal Emergencies of serious illness or death of a member of their immediate family or an accident involving their person or property, or the person or property of a member of their immediate family, or temporarily falling out of status or experiencing civil detention by immigration authorities of the person or their immediate family.

17.R. Immigration Related Leave: If a full-time or part-time unit member is temporarily out of status (for example, due to delays in DACA renewal) or detained by immigration authorities, an unpaid leave of absence up to 20 days shall be granted, after exhaustion of Personal Emergency/Necessity Leave. Such a leave requires documentation. Extension of such leave will follow procedures in Article 17.B.1.1.2 and 17.B.1.1.3 for full-time unit members, and procedures in Article 17.B.1.2.1 to 17.B.1.2.4 for part-time unit members.