

**University's Proposals for Negotiations Between
The University Staff Association/Massachusetts
Teachers Association/NEA
and
The University of Massachusetts Board of Trustees**

University's Proposal # 2 Article 10 - Sick Leave Bank

Current Language

**ARTICLE 10
SICK LEAVE BANK**

STATEMENT OF PURPOSE - The Sick Leave Bank (hereinafter referred to as the SLB) is intended to be used for short-term and non-work-related disabilities, where the employee has a reasonable expectation of returning to consistently perform the job from which ~~he~~she~~they~~ became disabled. It is not intended as a substitute for, supplement to, other income sources (e.g., long-term disability).

ESTABLISHMENT - Upon the execution of this Agreement, every new member of the bargaining unit shall be members of the Sick Leave Bank upon the commencement of their employment. Benefits and contributions under this Article shall be pro-rated for part-time employees. New bargaining unit members shall not be able to access the USA Sick Leave Bank until they have completed the probationary period in Article 17A, § 1.

OPEN ENROLLMENT - Unit members who did not join the SLB prior to execution of this Agreement, may join the SLB during Open Enrollment. Open Enrollment is held during the month of October. During an open enrollment period, a unit member has the right to:

JOIN: become a member by assigning one (1) or more full days of his/her sick leave accumulation to the Bank, provided however, that on the date of making such assignment the employee must have at least three (3) days of sick leave. No one shall be able to access the Sick Leave Bank until ninety (90) days after enrolling.

MAINTAIN MEMBERSHIP - Sick Leave Bank members must donate one (1) full sick day each year which shall be deducted at the rate of 1/26th of a day per pay period for each of the twenty-six (26) pay periods. In October of each year, Mmembers with at least fourteen (14) days of sick leave may voluntarily donate ~~additional time~~up to ten (10) days to the Bank in one (1) day increments so long as the member maintains at least ten (10) days of sick leave. A regular part-time employee shall donate sick leave in the same proportion that her/his part-time service bears to full-time service.

APPLICATION ~ The Sick Leave Bank shall be administered by a joint labor-management committee with equal representation between unit members appointed by the Association and the administration. A Sick Leave Bank member may apply to draw from the Bank by submitting a

completed Sick Leave Bank Application, signed by a **designated health care provider**, stating the nature of the employee's illness or disability and its anticipated duration.

If a majority vote by the Sick Leave Bank Committee approves an application, a member may draw upon the Bank after the exhaustion of the member's sick leave and all but ten (10) days of accrued leave other than sick leave [thus allowing the member to retain ten (10) days of total leave from personal, compensatory, and/or vacation time]. The Sick Leave Bank Committee shall determine the period of time the member may draw from the Bank. After an employee has drawn from the Bank for the approved period of time, not to exceed ninety (90) days, his/her case shall be reviewed by the Sick Leave Bank Committee upon reapplication by the employee. The Sick Leave Bank Committee may, by majority affirmative vote, authorize the employee to continue drawing from the Bank. Any employee drawing on the Sick Leave Bank may at any time be disqualified from continuing to draw on the Bank by majority vote of the Sick Leave Bank Committee.

Any vacation leave, sick leave, and personal leave, which accrues to an employee during a period in which ~~he/she is~~they are drawing on the Sick Leave Bank, shall be credited to the Bank. ~~Employees retiring from the University shall be permitted to contribute any remaining days of sick leave to the sick leave bank at his/her date of retirement before any payment for unused sick leave is processed.~~

It is further agreed that bank members may apply for leave required to care for a child, parent, or sibling of either a bargaining unit member or his/her spouse; the bargaining unit member's spouse, grandchild or grandparent; or a relative living in the immediate household of a bargaining unit member in the event that close relative is suffering a serious health condition, or for additional leave under Article 9, Section 7. In both cases, the SLB shall allow for an initial grant of up to ~~two~~four (24) weeks per qualifying event.