

**USA Proposal: save for counter**

**Article 10 – SICK LEAVE BANK**

**University response 05.07.25**

**ARTICLE 10 SICK LEAVE BANK**

**STATEMENT OF PURPOSE** – No change.

**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.~~

**Commented [AD1]:** University rejects change.

**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 their 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.~~

**Commented [AD2]:** University rejects change.

**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. Members with at least fourteen (14) days of sick leave may voluntarily donate additional time 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 their part-time service bears to full-time service.

~~If the SLB balance drops below 1,000 hours each member will contribute one (1) day of sick time. A regular part-time employee shall donate sick leave in the same proportion that their service bears to full-time service. Members with less than 11 sick days are exempted.~~

**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 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 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, their 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.

**Commented [AD7]:** University accepts change

Any vacation leave sick leave, which accrues to an employee during a period in which they are drawing on the Sick Leave Bank, shall be credited to the Bank.

**Commented [AD9]:** Univ rejects changes

Employees retiring from the University shall be permitted to contribute any remaining days of sick leave to the sick leave. at their date of retirement before any payment for unused sick leave is processed.

**Commented [AD10]:** Reject changes and maintain current language

It is further agreed that bank members may apply for leave required to care for the spouse, domestic partner, child, or grandparent of either an employee or their spouse or, whether biological, adopted, foster, through legal guardianship or in loco parentis, and/or step, or a relative living in the immediate household of an employee is ill, the employee may utilize sick leave credits to care for such a person, or for additional leave under Article 9, Section 7. In both cases, the SLB shall grant up to four (4) weeks of income security from the Bank. the SLB shall allow for an initial grant of up to two (2) weeks. the

**Commented [AD12]:** University counters

**Commented [AD13]:** Accept change if Univ counter is accepted

