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RNPA Proposal 45, December 18, 2023 (revised)

ARTICLE 11 - LEAVE PROVISIONS

Section 11.1 - Leave Without Pay

a) Reasons Granted

Leaves of absence without pay may be granted to nurses for up to one (1) year. Extensions to leaves approved for less than one (1) year shall not unreasonably be denied provided adequate advance notice is given. If a nurse wishes to return to work early from a leave of absence, the nurse shall provide reasonable advance notice to the appointing authority. Leaves beyond one (1) year may be granted due to unusual or special circumstances. The following are approved reasons for such leaves:

1. Illness beyond that covered by sick leave.
2. Education or training which will benefit the County, including advancement in nursing.
3. Other personal reasons which do not cause inconvenience on the department.
4. To accept other government agency employment.
5. Parental leave, not to exceed six (6) months in accordance with Section 11.2(a)

b) Other Usages:

1. A nurse may be granted Leave Without Pay for less than one (1) pay period upon the approval of the appointing authority or their designee. However, all Paid Time Off hours must be exhausted before Leave Without Pay may be used, unless prohibited by law. (See Section 9.3)
2. In the event of overstaffing, a coded nurse who volunteers to go home may elect leave without pay.