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ARTICLE 10 - SICK LEAVE PROVISIONS

Section 10.1 - Sick Leave Bank Usage and Accrual

Each nurse shall be entitled to sick leave. Such leave may be used for personal illness or for medical consultation to preserve the nurse's health. Except for emergencies, all absences for medical consultation must be approved by the nurse's supervisor. Such leave shall be earned on an hourly basis and computed at the rate of ninety-six (96) hours per year and may be accrued without limitation. The accrual factor per hour is .045977 and the accrual factor per full pay period is 3.678.

~~Section 10.2 - Sick Leave Usage for Care of Immediate Family~~

~~A nurse who has acquired a sufficient right to sick leave with pay may be granted permission to use same not to exceed three (3) working days of such leave in order to care for a sick or injured member of the nurse's immediate family requiring care. "Immediate family" shall mean the mother, father, grandmother, grandfather of the nurse or of the spouse of the nurse and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, grandchild, brother-in-law or sister-in-law of the nurse or any person living in the immediate household of the nurse.~~

Section 10.23 - Doctor's Notes

Request for sick leave with pay in excess of three (3) working days must be supported by a statement from a licensed medical practitioner who is eligible for third party reimbursement. Management may require such a supporting statement for absences of less than three (3) days when there is reasonable cause.

Section 10.34 - Bereavement Leave

Leaves of absence with pay shall be granted nurses in order that they may discharge the customary obligation arising from the death of a member of their immediate family. "Immediate family" shall mean the child, parent, sibling, grandparent, grandchild, spouse, domestic partner, parent-in-law, stepparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, any person living in the immediate household of the nurse, and any other family member for whom bereavement leave is required by law. ~~mother, father, grandmother, grandfather of the nurse or the spouse of the nurse and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, grandchild, brother-in-law, sister-in-law, registered domestic partner or step parent of the nurse or any person living in the immediate household of the nurse.~~ Up to forty (40) hours pay shall be granted which will consist of sixteen (16) hours not charged to any accumulated balance followed by twenty-four (24) hours chargeable to sick leave, if necessary. An additional twenty-four (24) hours, sixteen (16) chargeable to sick leave and eight (8) not charged to any accumulated balance, is authorized if out-of-state travel is required.

From: SCCo To RNPA 11/13/2023

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.

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Page 1 of 2

Section 10.45 - Sick Leave Bank Pay Off

For purposes of this paragraph, a day is defined as eight (8) work hours.

Upon death or retirement, up to ~~sixty (60) days~~ four hundred and eighty (480) hours of accrued sick leave shall be paid off at a rate of fifty percent (50%) of the equivalent cash value. All accrued balances beyond sixty (60) days shall be paid off at the rate of twelve and one-half percent (12 1/2%) of the accrued cash value (one hour's pay for one day of accrual).

Upon resignation in good standing, nurses with ten (10) or more years' service shall be paid up to ~~sixty (60) days~~ four hundred and eighty (480) hours of accrued sick leave at the rate of twenty-five percent (25%) of the equivalent cash value. All accrued balances beyond ~~sixty (60) days~~ four hundred and eighty (480) hours will be paid off at the rate of twelve and one-half percent (12 1/2%) of the accrued cash value.

Section 10.56 - Reinstatement Pay Back

Nurses receiving a sick leave bank payoff in accordance with Section 10.5 may, if reinstated within one (1) year, repay the full amount of sick leave bank payoff received and have the former sick leave bank balance restored. Repayment in full must be made prior to reinstatement.

Section 10.67 - Sick Leave Conversion

A portion of unused sick leave may be converted to PTO in accordance with Section 9.8.

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Page 2 of 2