

DID U KNOW

September 2015

New Contract Language

8.09 Sick Leave Pay

PCD's shall exercise reasonable discretion when requesting that an employee provide proof of illness. The request for such proof must be made on or before the same work day of the sick call. It shall be the Medical Center's decision regarding which employees will be requested to provide proof of illness as set forth above.

NOTE:

The enforceability of this language depends on the membership. If you are not counseled about your sick time prior to calling in sick and/or are asked a day after the sick call, that is a violation of this contract clause.

If you are counseled about your sick time and you don't believe it's warranted you can challenge the need for counseling. For example: if a nurse has called in 6 times in a month and they are single days that may warrant counseling. But if the 6 absences were consecutive that may not warrant counseling.

9.01 Leaves of Absence

Employees who are out on a paid leave of absence are accruing sick and vacation time. Previously, you were not able to use this accrual until you returned to work. The change is that now you can use these accruals while on a paid leave if you need to extend your leave.

9.04 Leave Donation

Donation of vacation time to another employee who is absent is now applied to bereavement.