



Sick Leave ML Union Proposal 27

May 9, 2019
Time: _____

THE UNION RESERVES THE RIGHT TO AMEND, ADD, DELETE, OR WITHDRAW WITHOUT PREJUDICE ANY AND ALL PROPOSALS SUBMITTED. THE UNION ALSO RESERVES THE RIGHT TO SUBMIT FUTURE AMENDED, REVISED OR NEW PROPOSALS.

ANW/PEI

10. LEAVE WITH PAY FOR ILLNESS/INJURY:

A. Sick Leave Accumulation:

Nurses will be entitled to sick leave with pay for personal illness, not to exceed the accumulated amount. Sick leave will be earned and accumulated at the rate of one (1) day for every month the nurse is continuously employed, until ninety (90) days of sick leave have been earned and accumulated. The accrual rate is one (1) day for every 173.3 hours the nurse is continuously employed. So long as a nurse has ninety (90) days of accumulated and unused sick leave to her or his credit, she or he will earn and accumulate no further sick leave. If and when any of the accumulated sick leave is used, then the nurse will accumulate sick leave at the rate herein specified until she or he again has reached an accumulated credit of ninety (90) days of accumulated and unused sick leave. Nurses who have accrued the maximum sick leave of seven hundred and twenty (720) hours will have any additional sick leave hours earned converted at a ratio of twenty-four (24) hours of sick time to sixteen (16) ~~eight (8)~~ hours of vacation time. An automatic conversion will occur when 24 hours of sick leave would have accrued over the seven hundred and twenty (720) maximum. Those twenty-four (24) hours will convert to eight hours of vacation which will be added to the employee's vacation balance.

B. Verification of Illness:

The hospital may request reasonable evidence of illness. General requirements of a physician's certificate for proof of sickness shall not be made, but individual nurses may be required to furnish such certificates, provided that such nurse is given advance notice that the certificate will be required. A nurse shall not be required to explain an illness at the time sick call-in is made, nor will they be denied usage

of Sick Time for not expressly stating that they are sick. Such explanation may be required at a later time based on a review of a pattern of sick leave use. Sick leave will not be granted for absences from work on the day immediately preceding or following a holiday, weekend, or days(s) off when the nurse is not scheduled to work unless reasonable evidence of such illness is presented to the hospital. No nurse shall be penalized for legitimate use of sick leave or be subject to discipline based solely on the number of sick leave days used. The preceding sentence shall not prevent the use of counseling relating to sick leave.

Mercy Hospital and United Hospital

- 11. SICK LEAVE (MERCY)
- 10. SICK LEAVE (UNITED)

- C. Verification of Illness: The Hospital may request reasonable evidence of illness. General requirements of a physician's certificate for proof of sickness shall not be made, but individual nurses may be required to furnish such certificates, provided that such nurse is given advance notice that the certificate will be required. A nurse shall not be required to explain an illness at the time sick call-in is made, nor will they be denied usage of Sick Time for not expressly stating that they are sick. Such explanation may be required at a later time based on a review of a pattern of sick leave use. Sick leave will not be granted for absences from work on the day immediately preceding or following a holiday, weekend, or days(s) off when the nurse is not scheduled to work unless reasonable evidence of such illness is presented to the Hospital. No nurse shall be penalized for legitimate use of sick leave or be subject to discipline based solely on the number of sick leave days used. The preceding sentence shall not prevent the use of counseling relating to sick leave.
- I. Sick Leave Conversion Plan: A nurse who has accrued the maximum sick leave of seven hundred and twenty (720) hours shall have additional sick leave which would have otherwise been earned converted to vacation at a ratio of 3:23:1. That is, an automatic conversion will occur when twenty-four (24) hours of sick leave would have accrued over the seven hundred and twenty (720) hour maximum. Those twenty-four (24) hours will convert to sixteen(16) eight(8) hours of vacation, which will be added to the employee's vacation balance.