

**IFPTE Local 21, Unit 6 (SHAPE)**  
**2022 Contract Negotiations – Solano County**  
**Union Proposal #24**  
**Date Presented: 8/11/22**

Subject: Leave in event of school or daycare closure

**7. SICK LEAVE**

Regular or limited-term full-time employees shall accrue 3.70 hours of paid sick leave for each pay period. Sick leave may not be earned during a pay period in which an employee is absent without authorization or absent without pay for more than sixteen (16) working hours. If a leave of absence without pay is granted for two (2) days or less, an employee shall accrue paid sick leave in proportion to the relationship the time worked during that pay period bears to eighty (80) hours. Time worked shall be computed to the nearest hundredth of an hour.

- A. Regular or limited-term part-time employees shall accrue paid sick leave in proportion to the relationship their basic workweek bears to forty (40) hours. Sick leave may not be earned during a pay period in which an employee is absent without pay for more than 15% of the regularly scheduled working hours.
- B. Sick leave may be used for illness, injury, pre-natal care or pregnancy or for medical, dental, or ocular appointments. Sick leave may also be used in the event of a dependent's school or daycare closure due to public health measures or other emergencies. If a fraction of a day's sick leave is used, the leave charged shall be to the nearest one-tenth of an hour. Each department head shall be responsible for the control of abuse of the sick leave privilege. An employee may be required to furnish a certificate signed by a physician or nurse or other satisfactory evidence of illness.
- C. Regular or limited-term employees shall begin earning sick leave from the first of the pay period following the pay period in which the employee commenced continuous service. If the commencement date was the first working day of a pay period, the first day of sick leave accrual shall be the first of the pay period in which the service began.
- D. No more than eighty (80) hours of sick leave annually may be granted to an employee for absence due to the care or attendance of ill or injured members of this or her immediate family. If a holiday or regular day off falls within the eighty (80) hours, it shall be included within the eighty (80) hours, but not charged to sick leave.
- E. Sick leave may not be used in lieu of vacation, but vacation or compensatory time off may be used in lieu of sick leave, after accrued sick leave has been exhausted.

- F. No County employee shall be entitled to sick leave while absent from duty for sickness or disability sustained while on leave of absence without pay.
- G. Termination of an employee's continuous service, except by reason of temporary layoff for lack of work or funds, shall cancel all sick leave accrued to the time of such termination, regardless of whether or not such person subsequently re-enters the County service. No payment shall be made to any employee for unused sick leave accumulated to his/her credit at the time of termination of employment, except for reasons of regular or disability retirement, death, release from County employment as a result of a permanent reduction in the number of authorized regular help positions, or taking office as an elected County official. Employees terminating employment because of regular or disability retirement, death, release from County employment as a result of a permanent reduction in the number of authorized regular help positions, or to take office as an elected County official, shall be paid for their accumulated unused sick leave in the following manner:

- Convert all to the retirement health savings account

The date of termination of employment shall be considered as the date certified by the Department head as the last day worked, or the last day in an authorized leave without pay status, and shall not include the equivalent time involved in any overtime or vacation payoff made at the time of termination.

An employee who is rehired within one year from his/her date of employment separation shall, upon rehire, have his/her previously accrued and unused sick leave added back to his/her sick leave accrued leave balance. For the purposes of this paragraph, the term "unused sick leave" means those sick leave hours which were accrued and not used in any fashion (e.g., hours used, paid out or converted as provided elsewhere within this **Section 10**).

- H. A member of an employee's immediate family means:

- Grandparent
- Mother or Father
- Husband or Wife
- Registered domestic partner
- Person assuming the role of the employee's spouse
- Son or daughter
- Brother or Sister
- Grandchild
- Mother-in-law or father-in-law of the employee
- A minor child of whom the employee has a parental relationship and/or legal custody.
- A person acting in loco parentis for the employee, or
- Relatives living in the employee's home

- I. Sick leave may be used for hospitalization of a member of an employee's immediate family on the day of an operation, on the day of a birth of his or her child or in the event of a critical illness. Sick leave used for more than one (1) day may be authorized only if a doctor provides a written statement that the employee's presence is required.

For the Union:

For the County:

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DATE:

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DATE:

