

ARTICLE IV - SUPPLEMENTAL BENEFITS AND HOLIDAYS

A. Paid Leaves of Absence

1. Sick Leave

a. Entitlement

- i. All members of the bargaining unit shall be entitled to seventy-five (75) hours (the equivalent of ten (10) days) of sick leave for each complete year of service; provided, however, that all librarians shall be entitled to one hundred twelve and one-half (112.5) hours (the equivalent of fifteen (15) days) of sick leave for each complete year of service. Sick leave credit shall begin upon the commencement of employment and shall accumulate at the rate depicted in Table 1 and Table 2 of this Article IV (see pages 59-60).

A renewal of contract shall be deemed to be a continuation of service.

- ii. Sick leave may be taken by a member of the bargaining unit whenever, with respect to any regular work day falling within the work year:

- (A) he/she cannot perform his/her duties because he/she is incapacitated by illness or injury; or
- (B) through exposure to contagious disease, his/her presence at his/her place of work would jeopardize the health of others.

- iii. In addition to the foregoing, sick leave may be taken by a member of the bargaining unit when his/her spouse or domestic partner, child, stepchild, domestic partner's child, parent, spouse's or domestic partner's parent, or relative living in his/her immediate household is seriously ill; provided only that not more than ten (10) days of accumulated sick leave may be so taken in a single calendar year.

- iv. In addition to the foregoing, a member of the bargaining unit may use his/her accrued sick leave as follows:

- (A) up to twenty (20) days during any calendar year to care for (i) the unit member's spouse or domestic partner or (ii) the unit member's child or parent or (iii) the child or parent of his/her spouse or domestic partner or (iv) a relative of the unit member or of the unit member's domestic partner living in the unit member's immediate household whenever, in any such case, any such person has a serious medical condition

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within the meaning of the Family and Medical Leave Act (29 U.S.C. §2601, *et seq.*)

- (B) up to fifty (50) days in connection with the birth or adoption of such unit member's child (whether the unit member is the child's father or mother) or the child of such unit member's domestic partner (whether the domestic partner is the child's father or mother).

Leave taken under (A) shall be charged against leave available under (B) and vice versa.

Such leave shall be taken and shall run concurrently with any leave then available under the Family and Medical Leave Act; and to the extent the same are congruent, leave taken hereunder or under the preceding subparagraph (iii) shall be taken together and shall run concurrently with one another.

Any member of the bargaining unit who seeks to be granted leave under this subparagraph shall submit to the University in accordance with University policy appropriate documentary confirmation of his/her entitlement to or qualification for such leave; and any member of the bargaining unit who seeks to be granted such leave shall give advance notice to his/her Department Chair (in the case of faculty) or to the Library Director (in the case of librarians) and, in any event, as promptly as practicable.

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