

URI Sick Leave Banks by Union

Union/Article Location	Language
<p>Council 94 Article 13.10 – p. 38 Sick Leave Bank</p>	<p>A. The State and the Union agree to establish a Sick Leave Bank Committee who shall be responsible to administer a Sick Leave Bank in each bargaining unit covered by the Master Agreement. A separate sick leave bank may be established in a particular department by mutual Agreement.</p> <p>B. Each Sick Leave Bank Committee shall be composed of six members, three (3) of whom shall be appointed by the President of the Union and three (3) by the State. The Sick Leave Bank Committee shall establish the rules and procedures to be used by employees who have contributed to the Sick Leave Bank. Each Sick Leave Bank Committee may decide, by majority vote, to permit sick leave bank donations to be made on an as needed basis. Decisions of the Sick Leave Bank Committee to grant sick leave bank days shall be by majority vote, shall be final and shall not be subject to the grievance and arbitration provisions of the contract.</p> <p>C. The following provisions must be included in the rules and procedures adopted by the Sick Leave Bank Committee:</p> <ol style="list-style-type: none"> 1. The Committee must review the sick leave utilization of any member of the Sick Leave Bank who applies for sick leave from the bank. Sick leave will not be granted to an applicant with evidence of prior sick leave abuse in his or her personnel file or attendance record. Prior 40 utilization of sick leave does not by itself indicate sick leave abuse. 2. The Committee must require adequate evidence of catastrophic illness or injury, which is not job-related, of an employee only (not any family member). 3. The maximum amount of sick leave that the Committee may grant shall be 480 hours per employee assigned to a forty (40) hour work week and 420 hours per employee assigned to a thirty five (35) hour work week. Hours granted shall not exceed the total hours available in the Bank. 4. Employees must make contributions to the Sick Leave Bank on January 2 of each calendar year. Any employee who does not make a contribution to the Bank shall not be eligible to apply to the Bank for any sick leave. 5. Members of the bargaining unit who wish to be eligible to apply to the Bank for sick leave shall contribute eight (8) hours of sick leave if assigned to a forty (40) hour work week and seven hours of sick leave if assigned to a thirty-five (35) hour work week. 6. An employee who applies to the Sick Leave Bank must have used all available accrued and accumulated leave including vacation and personal leave. 7. Part-time employees may participate on a pro rated basis. <p>D. Any unused sick leave remaining in the Sick Leave Bank on December 31 shall not be carried forward into the next year.</p> <p>E. E. If during the calendar year the Sick Leave Bank falls below three hundred fifty (350) hours, the Sick Leave Bank Committee may solicit additional contributions of one additional day (8 hours or 7 hours) from those employees who made a contribution on January 2 of that calendar year.</p>

<p>ACT Article 17.C.8 – p. 39 Sick Leave</p>	<p>The State and the Union agree to establish a Sick Leave Bank Committee who shall be responsible to administer a Sick Leave Bank at the University of Rhode Island (URI).</p> <p>The Sick Leave Bank Committee shall be composed of four members, two (2) of whom shall be appointed by the President of the Union and two (2) by the President or designee of the University. The Sick Leave Bank Committee shall establish the rules and procedures to be used by employees who have contributed to the Sick Leave Bank. Decisions of the Sick Leave Bank Committee shall be final and shall not be subject to the grievance and arbitration provisions of the contract.</p> <p>The following provisions must be included in the rules and procedures adopted by the Sick Leave Bank Committee:</p> <ol style="list-style-type: none"> a. The Committee must review the sick leave utilization of any member of the Sick Leave Bank who applies for sick leave from the bank. Sick leave will not be granted to an applicant with evidence of prior sick leave abuse in his or her personnel file or attendance record. Prior utilization of sick leave does not by itself indicate sick leave abuse. b. The Committee must require adequate evidence of catastrophic illness or injury which is not job-related. c. The maximum amount of sick leave that the Committee may grant shall be 480 hours per employee assigned to a forty (40) hour work week and 420 hours per employee assigned to a thirty-five (35) hour work week. Hours granted shall not exceed the total hours available in the Bank. d. Employees must make contributions to the Sick Leave Bank on January 2 of each calendar year. Any employee who does not make a contribution to the Bank shall not be eligible to apply to the Bank for any sick leave. e. Members of the bargaining unit who wish to be eligible to apply to the Bank for sick leave shall contribute eight (8) hours of sick leave if assigned to a forty (40) hour work week and seven hours of sick leave if assigned to a thirty-five (35) hour work week. f. An employee who applies to the Sick Leave Bank must have used all available accrued and accumulated leave including vacation and personal leave and compensatory time. <p>Any unused sick leave remaining in the Sick Leave Bank on December 31st shall not be carried forward into the next year.</p> <p>If during the calendar year the Sick Leave Bank falls below three hundred and fifty (350) hours, the Sick Leave Bank Committee may solicit additional contributions from those employees who made a contribution on January 2 of that calendar year.</p>
<p>Nurses Article 12.7 – p. 30 Sick Leave Bank</p>	<ol style="list-style-type: none"> 1. The State and the Union agree to establish a Sick Leave Bank Committee who shall be responsible to administer a Sick Leave Bank in each of the bargaining unit covered by this Agreement. Those sick leave banks that were in existence as of January 26, 2001 shall remain in existence until exhausted. 2. The Sick Leave Bank Committee shall be composed of four members, two (2) of whom shall be appointed by the President of the Union and two (2) by the State. The Sick Leave Bank Committee shall establish the rules and procedures to be used by employees who have contributed to the Sick Leave Bank. Decision of the Sick leave Bank Committee to grant sick leave bank days shall be by majority vote, shall be final and shall not be subject to the grievance and arbitration provisions of the contract. 3. The following provisions must be included in the rules and procedures adopted by the Sick Leave Bank Committee. <ol style="list-style-type: none"> a. The Committee must review the sick leave utilization of any member of the Sick Leave Bank who applies for sick

	<p>leave from the bank. Sick leave will not be granted to an applicant with evidence of prior sick leave abuses in his or her personnel file or attendance record. Prior utilization of sick leave does not itself indicate sick leave abuse.</p> <ul style="list-style-type: none"> b. The Committee must require adequate evidence of catastrophic illness or injury, which is not job-related, of an employee only (not any family member). c. The maximum amount of sick leave that the Commttee may grant shall be 480 hours per employee assigned to a forty (4) hour work week and 420 hours per employee assigned to a thirty-five (35) hour work week. Hours granted shall not exceed the total hours available in the Bank. d. Employees must make contributions to the Sick Leave Bank on January of each calendar year. Any employee who does not make a contribution to the Bank shall not be eligible to apply to the Bank for any sick leave. e. Members of the bargaining unit who wish to be eligible to apply to the Bank for sick leave shall contribute eight (8) hours of sick leave if assigned to a forty (40) hour work week and seven hours of sick leave is assigned to a thirty-five (35) hour work week. f. An employee who applies to the Sick Leave Bank must have used all available accrued and accumulated leave including vacation and personal leave. g. Part-time employees may participate on a pro rated basis. <ul style="list-style-type: none"> 4. Any unused sick leave remaining in the Sick Leave Bank on December 31 shall not be carried forward into the next year. 5. If during the calendar year the Sick Leave Bank falls below three fifty (350) hours, the Sick Leave Bank Committee may solicit additional contributions of one additional day (8 hours or 7 hours) from those employees who made a contribution on January 2 of that calendar year.
<p>AAUP Article 21.5 – p. 33 Sick Leave Bank</p>	<p>The administration and the AAUP shall establish a Sick Leave Bank Committee, consisting of two members appointed by the AAUP and two members appointed by the administration. All members of the bargaining unit will be automatically enrolled in the sick leave bank (and one sick day shall be deducted from their sick leave accrual) effective October 1st of each year, unless the member opts out of the bank, in writing, prior to October 1st . To be eligible to receive sick days from the sick leave bank, a faculty member must have contributed to the bank, must have exhausted all accumulated leave (sick, vacation and personal), must present medical documentation of a catastrophic illness or injury that is not work-related, and must have borrowed two weeks of sick leave in accordance with Article 21.4 of the collective bargaining agreement. A faculty member meeting these criteria may request a specific number of days from the Sick Leave Bank Committee, based upon financial hardship and health prognosis. The Sick Leave Bank Committee shall decide the exact number of days a faculty member may receive from the sick leave bank up to a maximum of 60 days. Decision of the Sick Leave Bank Committee shall be final and not subject to the grievance and arbitration provisions of the contract.</p>

<p>PSA Article 20.7.c – p. 18 Special Sick Leave</p>	<p>The Administration and the Union shall establish a Sick Leave Bank Committee, consisting of two members appointed by the PSA and two members appointed by the Administration. Each member of the bargaining unit may contribute one day per year of accumulated sick days to the Sick leave Bank. To be eligible to receive sick days from the sick leave bank, a member must have exhausted all accumulated leave (sick, vacation, personal, compensatory time), must present medical documentation of a catastrophic illness or injury that is not work-related, and must have borrowed two weeks of sick leave in accordance with Article 20.7.b of the collective bargaining agreement. A member meeting this criteria may request a specific number of days from the Sick Leave Bank Committee based upon financial hardship and health prognosis. The Sick Leave Bank Committee shall decide the exact number of days a member may receive from the Sick Leave Bank up to a maximum of six months or approval of disability. Decision of the Sick Leave Bank Committee shall be final and not subject to the grievance and arbitration provisions of the contract. The Association will administer the Sick Leave Bank by soliciting donations to renew the bank on an annual basis and disburse donations bi-weekly as authorized by the Sick Leave Bank Committee.</p>
<p>PTAA Article 15.1.8 – p. 15 Shared Sick Leave</p>	<p>The Administration and the PTAA shall establish a Sick Leave Bank Committee, consisting of two members appointed by the PTAA and two members appointed by the Administration. Each member of the PTAA may contribute one (1) day per year of accumulated sick days to the Sick Leave Bank. To be eligible to receive sick days from the sick leave bank, a member must have exhausted all accumulated leave (sick, vacation, and personal), must present medical documentation of a catastrophic illness or injury that is not work-related, and must have borrowed two weeks of sick leave in accordance with Article 15.1.8 of the collective bargaining agreement. A PTAA member meeting these criteria may request a specific number of days from the Sick leave Bank Committee, based upon financial hardship and health prognosis. The Sick Leave Bank Committee shall decide the exact number of days a PTAA member may receive from the Sick Leave Bank up to a maximum of six (6) months or approval of disability. Decision of the Sick Leave Bank Committee shall be final and not subject to the grievance and arbitration provisions of the contract.</p>
<p>MPA</p>	<p>None</p>
<p>GAU</p>	<p>None</p>
<p>Physicians</p>	<p>None</p>
<p>Non-union, non-classified Says a university may establish a sick leave bank policy, however no universal policy found Article 4.08 – p. 8 Sick Leave</p>	<p>An institution may establish a sick leave bank in situations where an employee with one or more years of service suffers from a non-work related catastrophic illness or injury. The employee must have discharged all accumulated leave (sick leave, vacation, personal time and compensatory time), and borrowed two weeks of advanced sick leave to be eligible.</p> <p>Employees from within the institution may voluntarily donate one sick leave day per calendar year to the sick leave bank.</p> <p>An employee may request a specific number of days from the bank based upon financial hardship and health prognosis (supported by satisfactory medical documentation). Employees may be eligible to receive time from the sick leave bank for a maximum of six (6) months, or until they are eligible for disability.</p>
<p>Non-union, classified</p>	<p>None</p>