

COUNTY OF SACRAMENTO
TO
SEIU, LOCAL 1021
WELFARE SUPERVISORY UNIT

Passed to Union
@ 3:22pm
2/28/19

PROPOSAL #5 -REVISED
February 28, 2019

Revise Section 9.2 as follows:

9.2 SICK LEAVE

a. Sick leave credits shall be earned by supervisors who are regular employees based on the equivalent of full-time service from the date of appointment. Sick leave credit shall accrue to the supervisor upon completion of the regular work assignment on the last day of the biweekly pay period in which it is earned. Sick leave credit shall accrue on the basis of four and six-tenths (4.6) hours per biweekly pay period of service, and may be accumulated without limitation.

b. Sick leave credits shall ~~accrue at the rate stated above~~ and may be used consistent with reasons in 9.2 (c) for the following relationships to the employee for sick leave with pay as provided below:

- 1) Self;
- 2) Child (biological, adopted foster, step, legal ward, or a child to whom the employee stands in loco parentis);
- 3) Parent (biological, adoptive, foster, step, legal guardian to employee or employee's spouse or registered domestic partner, or person who stood in loco parentis when the employee was a minor child);
- 4) Spouse;
- 5) Registered Domestic Partner;
- 6) Grandparent;
- 7) Grandchild;
- 8) Sibling;
- 9) Any close relative or child who resides with the employee

c. Sick leave shall be provided for the relationships in 9.3 (b) for the following purposes:

- 1) Employee is physically or mentally unable to perform his/her duties due to illness, injury, dental work or medical condition, including pregnancy.
- 2) Diagnosis, care for, an employee or employee's family member including childbirth (inclusive of transportation to and from medical facility);
- 3) For an employee who is a victim of a crime as defined in Labor Code Sections 230(c) and 230.1(a) (for example, domestic violence, sexual assault, or stalking);
- 4) Employee's Donation of Blood – scheduled at the discretion of the appointing authority, not to exceed four hours in any instance and only approved upon submission to the appointing authority of an official blood bank receipt reflecting the donation;

~~(1) — A supervisor who is a regular employee may use sick leave for personal purposes or family purposes as provided in this section.~~

~~(2) — For personal purposes, a supervisor who is a regular employee may use sick leave for:~~

~~(a) — Absence from duty when quarantined because of exposure to a contagious disease or when incapacitated from performing duties because of personal illness, injury, dental work, or pregnancy; and~~

~~(b) — Absence from duty for examination or treatment by medical doctor or dentist, under circumstances not involving quarantine or incapacity; provided, however, that such absences shall be scheduled at the discretion of the appointing authority, it shall not be withdrawn except in cases of emergency.~~

~~(c) — Absence from duty to donate blood. Such an absence shall be scheduled at the discretion of the appointing authority, shall cover the time needed to donate blood but shall not exceed four (4) hours in any instance, and shall be approved only upon submission to the appointing authority of an official blood bank receipt reflecting the donation.~~

~~(3) — For family purposes, a supervisor who is a regular employee may use leave credits for:~~

~~(a) — Attendance upon an eligible family member who is incapacitated because of illness or injury and definitely requires personal care. Such absence shall be limited, by the appointing authority, to the time reasonably required to make other arrangements for such care.~~

~~(b) To transport an eligible family member to and from a local hospital for medical treatment or operation, including childbirth.~~

~~(c) To attend, at any location, during serious medical treatment or operation, including childbirth, performed upon an eligible family member.~~

~~(d) For the purposes of this Subsection (3), an eligible family member is the employee's spouse, child, parent, grandparent, domestic partner (as defined by Section 297 of the California Family Code), or domestic partner's child. Additionally, under this subsection, an eligible family member is any other close relative or child who resides with the employee.~~

(4) The appointing authority may require reasonable substantiation of the need for, and use of, sick leave **except where prohibited by state or federal leave protections.**

Date _____

Chris Bolshazy
Chief Negotiator
Welfare Supervisory Unit

Adrian Johnson
Chief Negotiator
County of Sacramento