

# LOCAL 3144 SICK LEAVE BANK

## INTRODUCTION

The Local 3144 Sick Bank was founded to help participating members who have exhausted all their leave time due to a serious or catastrophic illness or injury.

## MEMBERSHIP ELIGIBILITY

Members wishing to join the Local 3144 Sick Bank must:

- 1) Be a full-time employee and be able to accumulate sick time monthly (a day and a quarter monthly allotment)
- 2) Contribute a minimum of three (3) sick days to the bank. (Note: the contribution of days does not affect the "Perfect Attendance" record provision in the Local 3144 contract.)

## CRITERIA FOR WITHDRAWALS FROM THE SICK LEAVE BANK

- 1) You must have exhausted all accumulated sick, vacation, and personal time
- 2) You must make your request to utilize days in writing to the Sick Bank Committee. Enclosing the FMLA request form and the approval from Human Resources.
- 3) Each occurrence which if granted will be on a month to month basis. Lesser increments may be requested. The Sick Bank Committee may use reasonable and customary care protocol in determining increments if necessary
- 4) Days will not be approved by the Sick Bank Committee if they are covered by Worker's Compensation. Elective procedures will not be considered.

5) The Sick Bank Committee has the power to revoke any prior approved sick leave request at any time and without notice if any malfeasance and/or abuse of the system is suspected and/or proven.

6) The Sick Bank Committee reserves the right to review any applicant's attendance if cause is warranted.

7) Decisions made by the Sick Bank Committee are final and binding by a unanimous vote.

## ENROLLMENT

An enrollment period will be conducted each year from January 1st through March 31st. Open enrollment is the only time the Sick Bank will take new members.

## MISCELLANEOUS

Members can supplement their initial donation of three (3) sick days when they have reached the maximum accrual limit of 150 days. Members may donate additional time to the Sick Bank in lieu of forfeiting the days. These donations can be given all year round.

If at any time the Sick Bank falls below 1000 hours additional days will be collected.

## 2017-2019 Committee Members:

Harold Brooks – x7004  
Carmen Mendez – x7733