

For the Union: *David E. Kelly*
Date: May 1, 2020

For the University: *Maure Gardner*
Date: May 1, 2020 *ARO*

Article __: Sick Leave

A. Sick Leave

1. Residents accrue paid Sick Leave at the rate of twelve (12) days (one 24 hour period) at the beginning of each academic year. Sick Leave which remains unused at the end of an appointment year will carry over to the following appointment year if the Resident is reappointed, to a maximum accrual of twenty four (24) days. In the event the Resident is not reappointed, unused Sick Leave will be forfeited. In addition, vacation leave may be used to extend sick leave with the prior approval by the Program Director.
2. A Resident shall immediately notify the residency Program Director or designee when sick leave is requested. Approval for use of Sick Leave shall not be unreasonably denied. If requested by the Program Director, the Resident shall provide reasonable documentation of illness lasting three (3) or more days.
3. Residents are responsible to make up any unworked time as determined by accreditation or Board standards. Such additional work time shall be completed after the end of the academic year. Whether time is needed to complete training requirements is subject to approval by the Program Director. The decision is not subject to the grievance procedure.

B. Bereavement Leave

A Resident is permitted to use up to five (5) days of Sick Leave per academic year when the Resident's absence is required to the death of the Resident's spouse, parent, child, sibling, grandparent, grandchild, and in-law and step relatives of the relationships listed herein. This provision also covers other related persons residing in the Resident's household. In the event the Resident has a personal obligation for someone other than listed, the Resident shall be permitted to use the five (5) sick days per academic year for funeral attendance/bereavement.