

**ARTICLE 19  
SICK LEAVE**

**A. ACCUMULATION OF SICK LEAVE CREDIT**

1. After a campus implements the Factor Accrual System, an eligible nurse shall earn sick leave credit at the rate of .046154 hours per hour on pay status, including paid holiday hours but excluding all paid overtime hours.
2. For campuses retaining the Table Accrual System, an eligible nurse shall earn sick leave credit at the rate of eight (8) hours per month for full-time employment. Sick leave credit is earned proportionately, as set forth in the Sick Leave Credit Table below, for hours on pay status over one-half (1/2) of the full-time working hours of the month but less than full-time.
3. Until a campus implements the Factor Accrual System, current accrual practices will remain in place.

**SICK LEAVE CREDIT TABLE**

NUMBER OF HOURS ON PAY STATUS				PERCENT OF TIME ON PAY STATUS	HOURS OF SICK LEAVE EARNED
160-HOUR* MONTH	168-HOUR* MONTH	176-HOUR* MONTH	184-HOUR* MONTH		
0-79	0-83	0-87	0-91	0-49	0
80-89	84-94	88-98	92-103	50-56	4
90-109	95-115	99-120	104-126	57-68	5
110-129	116-136	121-142	127-149	69-80	6
130-149	137-157	143-164	150-172	81-93	7
150-160	158-168	165-176	173-184	94-100	8

\* Hours on pay status, including paid holiday hours, but excluding all paid overtime hours.

4. A nurse must be on pay status for at least one-half (1/2) of the working hours of a month or quadri-weekly cycle to earn sick leave credit for that month or quadri-weekly cycle. Time on pay status in excess of a full-time work schedule does not earn sick leave credit. Sick leave is earned during leave with pay. The number of sick leave hours which may be accumulated is unlimited. For the purposes of this Agreement, a quadri-weekly cycle is defined as two bi-weekly pay periods designated by the University to be considered as one unit for the purpose of leave accrual.

5. For nurses on either system, earned sick leave for each month or quadri-weekly cycle is credited on the first day of the following month or quadri-weekly cycle, except that proportionate sick leave credit for an eligible nurse who is separating from employment shall be credited at the completion of the last day on pay status.

**B. ELIGIBILITY AND USE OF ACCUMULATED SICK LEAVE**

Sick leave cannot be used in excess of the nurse's normally scheduled hours of work for the day or days for which the sick leave is claimed. Sick leave shall not be used prior to the time it is credited nor shall sick leave be used beyond a predetermined separation date. Sick leave is to be used for personal illness or disability, medical or dental appointments, and, as provided below, for illness or death of a family member. No nurse shall be disciplined for reasonable use of sick leave.

**C. PREGNANCY-RELATED USE OF SICK LEAVE**

Accumulated sick leave shall be used by a nurse for pregnancy-related illnesses or disabilities, beginning on the date of delivery or confinement for delivery, whichever is earlier, but not beyond the period that she is physically unable to perform the normal duties of her job, or beyond a predetermined date of separation. Sick leave usage due to pregnancy disability shall not exceed the period of verified disability. In the case that the nurse's accumulated sick leave is less than the period of verified disability, she shall be granted an unpaid medical leave of absence in accordance with Article 20, Leaves of Absence, §D.

**D. SICK LEAVE VERIFICATION**

The University may require reasonable proof sufficient to justify the nurse's sick leave absence when an absence exceeds three (3) consecutive scheduled days of work; or for shorter periods with good cause and prior notice to the nurse.

**E. FAMILY ILLNESS**

1. A nurse shall be permitted to use not more than thirty (30) calendar days of accrued sick leave in any calendar year when the nurse is required to be in attendance or to provide care because of illness of the nurse's spouse, parent, grandparent, child, grandchild or sibling. This provision also covers other related person(s) residing in the nurse's household.
2. When sick leave is used as provided in this Section for a nurse to care for a child, parent or spouse as defined in Family Care Leave Article 20, §C.6.b., such time shall be deducted from the Family Care Leave entitlement of twelve (12) weeks in a twelve (12) month period.

**F. ILLNESS DURING VACATION**

If, while on vacation a nurse becomes ill and is under the care of a physician and submits a physician's statement, the nurse may use sick leave for the personal illness. Use of sick leave for the care of a family member is not covered during the nurse's vacation.

**G. TRANSFER OF SICK LEAVE**

1. A nurse transferred, promoted, or demoted without a break in service to or from a position within this unit shall have any accumulated sick leave transferred if the nurse is moving to a position in which sick leave can be accumulated.

2. A nurse transferred, promoted, or demoted out of this unit shall have any accumulated sick leave transferred if the nurse is moving to a position where sick leave can be accumulated. A nurse transferred, promoted, or demoted out of this unit to a position which is not eligible for sick leave shall have the nurse's accumulated sick leave held in abeyance or paid out, at the nurse's option. If the nurse should subsequently move without a break in service to a position within the University which is eligible for sick leave, the previously accumulated sick leave would be restored. A nurse who is laid off and recalled into this unit within the nurse's period of recall eligibility shall have all accumulated sick leave from prior service reinstated.
3. A nurse who is transferred, promoted, demoted, recalled, or preferentially rehired into a different bargaining unit shall have the accumulation, use and transfer of sick leave governed by the policies and/or contracts covering nurses in that bargaining unit.

**H. REINSTATEMENT OF SICK LEAVE**

A nurse re-employed into this unit after a break in service of less than six (6) months shall have accumulated sick leave from prior service reinstated if the new position is one which is eligible for sick leave.

**I. CONVERSION OF SICK LEAVE ON RETIREMENT**

Upon retirement members of the University of California Retirement System shall have their accumulated sick leave converted to retirement service credit for each day of unused accumulated sick leave.

**J. CATASTROPHIC LEAVE**

Policies, procedures and definitions regarding Catastrophic Leave, shall remain in effect, for employees at the locations which have Catastrophic Leave Sharing programs currently in place.