

**ARTICLE 23
SICK LEAVE**

A. ELIGIBILITY

1. Postdoctoral Scholars are eligible for sick leave without loss of compensation of up to twelve days per twelve-month appointment period. All twelve (12) workdays are available for use on the first day of appointment in accordance with the provisions of §C., below.
2. The University shall carry forward unused sick leave to subsequent eligible appointments at the University of California.
3. A Postdoctoral Scholar who is reemployed after a separation from employment of less than fifteen (15) calendar days shall have all sick leave from prior service reinstated. If the separation from employment lasted more than fifteen (15) calendar days but less than six (6) months, not more than ten (10) workdays of sick leave shall be reinstated. If the separation lasted for six (6) months (180 days) or more, sick leave shall not be reinstated. A Postdoctoral Scholar who is reemployed from layoff status shall have all sick leave reinstated.

B. POSTDOCTORAL SCHOLARS WITH APPOINTMENTS OF LESS THAN TWELVE MONTHS

Appointees with a less than 12-month appointment are eligible for sick leave in proportion to the appointment period; for example, a Postdoctoral Scholar with a six-month appointment is eligible for up to six (6) days of sick leave.

C. USE OF SICK LEAVE

1. Use of Sick Leave is recorded in one-day increments. Approved absences of less than one full day do not require the use of sick leave.
2. For the purposes of this Article, a “day” means a “workday”. Postdoctoral Scholars who are on a reduced schedule are docked a full day of sick leave when absent for their entire reduced time “day” on which they are absent.
3. Sick leave shall be used in keeping with normally approved purposes, including the Postdoctoral Scholar’s personal illness for medical appointments, childbearing, and disability. Sick leave may also be used for medical appointments for a family member, to attend to the illness of a family member, as defined below; or bereavement due to the death of a Postdoctoral Scholar’s family member as defined in §E., below.
4. Sick leave may also be used when the Postdoctoral Scholar is taking Family and Medical Leave (a) due to the Postdoctoral Scholar’s own serious health condition, (b) to care for a family member with a serious health condition, or (c) as Military Caregiver Leave. The definition of family member that applies to Family and Medical Leave taken to care for a family member with a serious health condition is set forth in §B.1.b. in Article 12 – Leaves of Absence. For Family and Medical Leave taken as Military Caregiver Leave, the covered service member may be the Postdoctoral Scholar’s spouse, domestic partner, parent,

son, daughter, or next of kin, as those terms are defined in §J.3. in Article 12 – Leaves of Absence.

5. If a Postdoctoral Scholar uses sick leave to attend to the illness of an ill child, parent, spouse, domestic partner, grandchild, grandparent, or sibling, as those terms are defined in §E.1., below, the first six (6) days in which sick leave is used for this purpose per calendar year shall be designated as Kin Care.

D. DOCUMENTATION

The University may require that a Postdoctoral Scholar submit satisfactory documentation of personal or family illness. Such requirement shall be communicated to the Postdoctoral Scholar in advance of their return to work.

E. DEFINITION OF FAMILY MEMBERS FOR SICK LEAVE

Family member (including step-family member) for the purpose of sick leave and bereavement leave is defined as one's mother, father, sister, brother, parent-in-law, spouse, domestic partner, parent of domestic partner, grandparent, grandchild, child, son/daughter-in-law, adopted or foster child (including children of a domestic partner or legal ward who is under 18 years old). Parent includes a biological, foster or adoptive parent, step-parent or legal guardian, or an individual who stood in loco parentis while the Postdoctoral Scholar was a child. Child includes a biological, adopted, foster, step, legal ward, or a child for whom the Scholar stands in loco parentis, provided the child is either under the age of 18 years old or incapable of self-care because of a mental or physical disability.