

**Union Proposal #20**  
**Sick Leave Use**

**April 6, 2021**

ARTICLE 12: SICK LEAVE USE  
SECTION 3: SICK LEAVE USE

**Sick Leave Use**

Article 12- Sick Leave

Section 3. Sick leave Use (pages 26-27 online)

Part B. Others

B. Others. Sick leave shall also be granted with pay for the following reasons.

1. Illness of the following persons: employee's spouse, domestic partner, dependent children, adult children, stepchildren, foster children, (including wards and children for whom the employee is the legal guardian), parent, stepparent, grandparent, father-in-law, mother-in-law, brother or sister, or grandchild for such periods as the employee's attendance may be necessary. In addition, sick leave shall be granted to care for the parent of the employee's minor child, extended family, or individuals considered family. Sick leave may also be used for the illness or injury of other family members as provided by state law.
2. Illness of a minor child, whether or not the child lives in the employee's household, for such periods as the employee's attendance may be necessary.
3. To accompany the employee's spouse, minor or dependent children, stepchildren, and foster children (including wards and children for whom the employee is the legal guardian), to dental or medical appointments for such reasonable periods as the employee's attendance is necessary.
4. To arrange for necessary nursing or hospice care for members of the family as described in paragraphs B(1) and B(2) above regardless of the family member's location of residence. ~~Sick leave for this reason shall be limited to not more than five (5) days.~~
5. Birth or adoption of a child. ~~Sick leave for this reason shall be limited to not more than five (5) days.~~
6. ~~With prior notice,~~ An employee may use sick leave to accompany a parent to a medical and/or dental appointment.
7. In addition, the expanded law also allows employees to use sick leave for the purposes of obtaining assistance or providing assistance to a relative as named above because of sexual assault, domestic abuse, or stalking. The employer may limit the use of personal sick leave for the reasons listed above to a cap of 160 hours in any 12 month period.