

TENTATIVE AGREEMENT

COUNTY COUNTER TO UP #1

ARTICLE 8: LEAVES OF ABSENCE

8.13 Sick Leave – Required Documentation

8.13.1 First Forty-Eight Hours

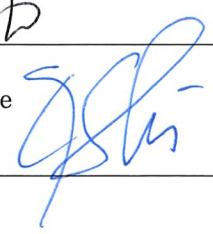
During the first 48 work hours, or number of hours equal to 6 days of the employee’s regular schedule (whichever is greater), of accrued sick leave used by an employee, if the need for paid sick leave is foreseeable, the employee shall provide reasonable advance notice. If the need for paid sick leave is unforeseeable, the employee shall provide notice of the need for the leave as soon as practicable. If the County has reasonable suspicion of sick leave abuse, after 6 sick work days, a signed medical certification may be required for each use of accrued sick leave to the extent permissible by law.

8.13.2 Subsequent Hours

For use of accrued sick leave beyond the first 48 work hours or number of hours equal to six (6) days a calendar year (consecutive or non-consecutive), as described above, a signed medical certification may be required for each use of sick leave. Reasonable medical evidence of incapacity, on forms approved by the County, shall be required for sick leave use of more than forty-eight (48) consecutive work hours’ duration.



County Signature



ESC Signature

Date: 3/15/2023