

Food Service Employees Sick Leave Bank

In accordance with Article X-Sick Leave and Sick Bank of the NAFT Food Service Employee Unit bargaining agreement effective September 1, 2024, to August 31, 2027:

A sick leave bank shall be for use by a participating member whose sick leave is exhausted through prolonged illness. (A prolonged illness shall be one, which has caused absence of more than fifteen (15) consecutive days.) Any personal or compensatory days must be used by the participating member before one is eligible to draw upon the sick leave bank. The sick leave bank shall be non-accumulating in that its benefits beyond a residual number of fifty (50) days, and once reached, shall expire at the end of each contract year.

- a. To be eligible for Sick Leave Bank days the applicant must be a Food Service employee and must have contributed at least one (1) sick leave days prior to application.
- b. Application for benefits shall be in writing in the form of a letter to the Superintendent of Schools accompanied by a doctor's certificate as to the illness and the anticipated extent of recovery time for the illness.
- c. The initial grant of days from the Sick Leave Bank will cover up to twenty-four (24) working days of any one prolonged illness; and the grant will end on the last workday of the contract year in which the prolonged illness began. Consideration will be given for additional days beyond the twenty-four (24) in the event that the prolonged illness continues. In no instance shall more than one (1) additional grant coupled with the initial grant exceed forty-eight (48) days for that individual in anyone-contract year. If in such instance of extended benefit award, the Sick Leave Banks is exhausted, it may be replenished by the contribution of one (1) additional day of sick leave by each participating member.

Whereas there shall be no limit on the number of participating members who may access the Sick Leave Bank in a contract year, the contribution to the Sick Leave Bank by participating members in that contract year shall be limited to three (3) days.

- d. The Sick Leave Bank will be administered by a Sick Leave Bank Committee comprised of four (4) members: One (1) School Committee member; The Superintendent of Schools or his designee, two (2) Food Service employees.
- e. The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.
- f. No days may be withdrawn from the Sick Leave Bank for use for other than prolonged illness. Days may not be withdrawn to permit the individual to be absent to care for other members of the applicant's family.

Please sign below to accept or decline participation in the Sick Leave Bank.

I agree to have one sick leave day deducted from my account and entered into the Food Service Sick Leave Bank, thus making me a member and entitling me to any and all provisions.

Accept: _____ **Decline** _____

Print Name _____

Signature _____ **Date** _____

G:FMLA:sick bank committee letters: accept or decline participation