

January 31, 2024

Sick Leave

- X.1. Sick leave is the authorized absence of an employee from regular duties because of but not limited to illness, injury, pregnancy, exposure to contagious disease, family health situations requiring attendance of the employee, health care appointments, and death in the immediate family.
- X.2. Immediate family members include the employee's mother, father, brother, sister, biological or adopted child, stepchild, spouse, domestic partner, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent-in-law, anyone who stood in loco parentis to the employee as a child, and other persons for whom the employee is legally responsible.
- X.3. Each bargaining unit member earns fifteen (15) days of sick leave per contract year.
- X.4. Unused sick leave entitlement is cumulative without limit.
- X.5. If a bargaining unit member makes arrangements acceptable to the department chair or other supervisor for a colleague to perform the member's duties during an absence, this absence will not be charged against the individual's accumulated sick leave.
- X.6. A bargaining unit member shall upon retirement from active service be paid in cash for the value of earned and unused sick-leave credit. Such payment shall be based upon the employee's rate of pay at the time of retirement. Payment for sick leave on this basis shall be considered to eliminate all sick-leave credit accrued by the employee at that time. Such payment shall be made only once to any employee and will be paid within ninety (90) days of retirement.
- X.7. If a bargaining unit member transfers to or from another agency of the State of Ohio, unused accumulated sick leave entitlement shall transfer to the new unit. The unit of origin must furnish the receiving unit with written evidence of the employee's entitlement to sick leave. The previously accumulated sick leave of an employee who has been separated from Ohio public service shall be credited to that employee upon

38 reemployment in the Ohio public service, provided that such reemployment takes place
39 within ten (10) years of the date on which the employee was last terminated from public
40 service.