Policy 4.34
Sick Leave for Monthly Employees

This policy version was not current at the time of printing. Please see http://policies.emory.edu/4.34 for the current version.

Responsible Official: VP for Human Resources
Administering Division/Department: Leave Policies
Effective Date: March 29, 2007
Last Revision: May 17, 2010

Policy Sections:

I. Overview
II. Policy Details
III. Related Links
IV. Contact Information
V. Revision History

Overview

Regular monthly (exempt) staff employees who work at least 20 or more hours per workweek are eligible for sick leave benefits. Temporary employees, except rehired retirees, do not accrue sick leave.

Employees shall not be compensated for accrued sick leave balances upon separation.

Policy Details

REASONS FOR LEAVE

An employee may use accrued sick leave:

- when unable to perform job duties as a result of personal illness (includes accident or injury, pregnancy and childbirth, or other medical conditions);
- when the employee’s appointment with a health care provider cannot reasonably be scheduled during non-work hours;

A monthly employee shall not be allowed leave without pay for one of the reasons set forth above unless the employee has exhausted all applicable paid leave.

An employee is no longer required to use accrued sick leave and may elect to use accrued sick leave, vacation, or leave without pay:

- to care for an immediate family member who is disabled as a result of illness, accident or injury, pregnancy and childbirth, or other medical conditions requiring the presence of the employee. For the purpose of this policy, immediate family shall be the employee’s spouse; same-sex domestic partner; children, parents, and legal wards, regardless of domicile; and any other relative residing in the employee’s home.

NOTE: Routine medical or dental appointments for family members are not covered under the sick leave policy. An employee who needs time off for such family appointments must use either accrued vacation, floating holiday or accrued holiday hours if absent for the entire day. If the employee has exhausted all such leave hours, he/she may be granted leave without pay for such purposes to the extent permitted by applicable law.

Reference the Family and Medical Leave Act (FMLA) Policy for additional information regarding absences for serious health conditions.
MONTHLY PROVISIONS

Monthly employees accrue sick leave monthly based on years of service (refer to the Sick Leave Chart for Monthly [Exempt] Employees).

The monthly accrual amount shall be credited to the employee's sick leave account on the last calendar day of each month and may be utilized no earlier than the first workday in the following month.

An employee shall accrue sick leave in any month in which the employee is on a paid status for at least 15 consecutive calendar days of the month.

There is no maximum accumulation for sick leave.

New employees and employees who change to a leave eligible status or change to a higher accrual rate, shall be eligible to begin accruing sick leave according to the procedure indicated below.

- If the effective date of employment, status change, or accrual change eligibility is on or before the 15th of the month, the monthly employee will accrue sick leave effective the last calendar day of that month.
- If the effective date of employment, status change or accrual change eligibility is on or after the 16th of the month, the monthly employee will accrue sick leave effective the last calendar day of the following month.

If a monthly employee is on Family and Medical Leave of Absence (FMLA) for a reason covered by this Sick Leave Policy, the employee will be paid for actual hours worked on a reduced or intermittent leave or on any day in which a partial-day FMLA leave is taken. Hours not worked on an intermittent or reduced leave or on any day in which a partial-day FMLA leave is taken will be charged against an employee's sick leave balance, other applicable paid leave or will be leave without pay. Thus, the supervisor can 'dock' the pay of exempt, salaried employees for FMLA sick leave taken for partial day absences.

The total amount of sick leave that may be granted to an employee shall not exceed the employee's sick leave balance.

REQUESTING LEAVE

When an employee is unable to report for work when scheduled, he/she is expected to notify his/her supervisor no later than the beginning of the work schedule on the first day of absence and on succeeding days of absence. Some departments may require notification of absence at least one to three hours prior to the beginning of the work schedule.

The sick leave balance of a monthly employee will be charged if the employee is absent from work for 4 or more hours in a workday. Sick leave balances may be charged in full day (8 hour) or half day (4 hour) increments.

Examples:

- If a monthly employee works for 4 or more hours, then takes the rest of the day off as sick leave, his or her leave balance will not be charged.
- If the employee works 1 or 2 hours, then takes the rest of the day off as sick leave, the employee's sick leave balance will be charged for 4 hours.
- If the employee takes the entire day off as sick leave, the employee's leave balance will be charged 8 hours.
- For part-time employees, proportional leave deductions would apply based on the number of hours the employee is scheduled to work. For employees who work flexible schedules, Human Resources will work with managers to implement the change to fit the facts of the schedule.

NOTE: When the employee is unable to notify his/her supervisor of an absence, he/she may ask another person to do so. Failure of other persons to carry out the appropriate notification procedures will not relieve the employee of this responsibility.

Where there are predictable circumstances which cause an employee to be absent from work because of a personal or family serious health condition, such as elective surgery, request for sick leave should be made as far in advance as possible (30 days under FMLA).

When an employee becomes medically unable to work because of illness, accident or injury while working, the employee's supervisor(s) should be notified as soon as possible. The employee should provide a statement from a health care provider indicating when the employee is released to return to work. Such circumstances should be thoroughly documented by the employee's supervisor(s).

GENERAL

Employees who have exhausted their sick leave balances may use their unused vacation leave, holidays or floating holidays for any absence(s) from work due to personal or family illness. Leave without pay may be granted once sick leave is exhausted. Sick leave for employees shall not be accrued during a leave of absence without pay.
If a sick leave request is denied for failure to follow the established call-in procedures or other requirements, the employee must use unused vacation leave, holidays or floating holidays to cover the absence, or leave without pay if these balances are exhausted.

Periods of employment in an ineligible status [i.e., temporary (other than rehired retirees), regular for less than half time, student status, or leaves of absence without pay] are not counted toward length of service for sick leave, except for individuals on an approved seasonal leave. All periods of eligible employment prior to a break in service are counted toward length of service for sick leave accrual purposes.

**SICK LEAVE ACCRUAL FOR RE-HIRED/TRANSFERRED EMPLOYEES**

Employees who are re-hired or transferred, including retirees, shall accrue sick leave according to the total length of sick leave eligible service and the number of regularly scheduled hours worked per pay period.

This will include former employees of Emory University Hospital or Crawford Long Hospital with service prior to January 1, 2003.

If the break in service between the employee’s effective date of re-employment or the date of retirement and last date of employment is no more than 10 consecutive calendar days, the entire balance of unused sick leave hours at the time of retirement or last day employed shall be reactivated.

If the break in service between the employee’s last employment date or date of retirement and the effective date of reemployment is more than 10 consecutive calendar days, the unused sick leave hours balance at the time of retirement or last day employed shall not be reactivated.

**VERIFICATION**

The department may require a statement from a health care provider confirming the need for absence by the employee after the employee is on sick leave for three days or more.

In certain cases, because of job requirements, an employee may be required to provide a statement from his/her health care provider regarding his/her ability to perform stated duties.

**RECORD KEEPING**

The department shall have the responsibility for administration and record keeping of the Sick Leave Policy for the employees within the department. Human Resources can provide advice regarding administration and interpretation of this policy.

The employee leave balances must be transferred to the new department in the university upon the effective date of transfer.

**SICK LEAVE CHART FOR MONTHLY (EXEMPT) EMPLOYEES**

<table>
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<th>10 but less than 20 total years of active employment HRS. PER MO.</th>
<th>20 or more total years of active employment HRS. PER MO.</th>
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SICK LEAVE HAS NO MAXIMUM ACCUMULATION LIMIT.

NOTE: “Total years of active service” is the number of years of active Emory employment in a regular status of at least half-time, regardless of breaks in employment.

Availability of paid sick leave does not mean that health-related absences (other than those protected by FMLA) will not be considered in determining whether an employee has excessive or otherwise unacceptable absenteeism. Abuse of the sick leave policy may result in disciplinary action.

Related Links

- Current Version of This Policy: http://policies.emory.edu/4.34

Contact Information

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Phone</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division of Human Resources</td>
<td>Jeanne D. Thigpen</td>
<td>404-727-7644</td>
<td><a href="mailto:persjdt@emory.edu">persjdt@emory.edu</a></td>
</tr>
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</table>

Revision History

Emory University policies are subject to change at any time. If you are reading this policy in paper or PDF format, you are strongly encouraged to visit policies.emory.edu to ensure that you are relying on the current version.