

CORPORATE POLICY

SUBJECT: Sick Leave

CATEGORY: HR
ORIGINAL DATE: May 13, 2004
REVIEWED DATE: April 22, 2009
REVISION DATE: October 14, 2015

I. POLICY:

The sick leave program enables eligible employees to accrue benefit time to be used in the event of illness, ~~or serious injury,~~ or medical appointments. If an employee has accrued sick leave benefits, he will be paid for approved absences that occur during normally scheduled work hours. Employees may use their accrued sick leave for their own health condition or to care for an ~~an immediate~~ family member who requires the employee's care and attention.

~~(See section on FMLA leave for definition of "immediate family member".) Under the Illinois Caregiver Act 2017, s~~Sick leave may be used for time missed due to illness, injury or medical appointments of the employee's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, stepparent, or domestic partner for reasonable periods of time as the employee's attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury.~~if the employee receives prior approval from his immediate supervisor, and the appointment is scheduled so that it is not unduly disruptive of the employee's work schedule or the~~

~~Sick leave may be used for funerals of an immediate family member or close non-relatives and non-relative household dependants,~~ with immediate supervisory approval. Sick leave may not be used as a substitute for vacation leave or for hours that the employee was not scheduled to work.

~~Sick leave may be used for time missed due to medical appointments if the employee receives prior approval from his immediate supervisor, and the appointment is scheduled so that it is not unduly disruptive of the employee's work schedule or the department's operations.~~

Employees may start to use their accrued sick leave benefits once the employee has worked one full calendar month of employment with the Health Department.

A. **Rates of Accrual:** ~~Sick leave benefits accrue on a bi-weekly basis.~~

~~Full and part-time regular employees accrue sick leave the first two pay periods of the month. Temporary employees are not eligible for sick leave.~~

~~Eligible full-time regular employees will accrue one (1) sick day for each month worked.~~

~~Part time regular employees whose HR record reflects a normal weekly hour schedule of 20 hours or more will accrue one-tenth of their normal weekly hours each pay period. For example, if your record reflects that you are normally scheduled to work 24 hours a week, your sick leave accrual rate will be 2.4 hours~~

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each pay period. If your normal weekly hours reflect 32 hours, your sick leave accrual rate will be 3.2 hours.

~~Part-time employees who are scheduled to work more than 624 hours per calendar year will accrue sick leave on a pro-rated basis per pay period according to the number of hours the employee actually worked, versus a 37.5 hour work week.~~

~~The following Employees will not accrue sick leave benefits: employees who are scheduled to work less than 624 hours per calendar year; employees who are on an unpaid leave of absence, including but not limited to: unpaid FMLA leave, extended medical leave of absence, or personal leave of absence, or when they employees who are receiving IMRF disability benefits or, and employees receiving worker's compensation benefits.~~

II. SCOPE:

All Lake County Health Department and Community Health Center employees

III. PROCEDURE:

A. To receive compensation for sick leave, an employee must notify his immediate supervisor or designee of his intended absence prior to the start of each workday that the employee will not be at work. If an employee misses more than one day of work, the employee is still required to call in prior to the start of each workday unless the employee has been placed on an approved FMLA leave or medical leave of absence. ~~If an employee is requesting to use sick leave for a medical appointment, the employee must notify his immediate supervisor as soon as the appointment is scheduled.~~

A.B. If requesting sick time in advance for appointments, a supervisor may deny a request if it unreasonably interferes with the efficient and effective operation of their program. Upon request, the employee may be required to submit a physician's statement to verify the appointment. Failure to provide requested documentation may result in disciplinary action.

B.C. If an employee misses more than three (3) consecutive calendar days from work due to an illness or injury that appears to qualify as a serious health condition, the County may place the employee on a designated FMLA leave and require the employee to comply with the requirements of the Health Department's FMLA policy (see the FMLA policy for further details).

D. If an employee has received work restrictions from a physician, the employee must communicate those restrictions to Human Resources and his immediate supervisor, before the employee returns to work. Human Resources will work with the immediate supervisor to determine whether restrictions may be accommodated.

E. Failure to comply with the LCHD/CHC policy and/or programmatic procedures, when giving notice of an intended absence, may result in the denial of sick

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- ~~leave benefits and/or disciplinary action. When giving notice of an intended absence, the employee must comply with any policy or order issued by his immediate supervisor or Service Area Director regarding the time and manner of notification. Failure to comply with the policy or order may result in the denial of sick leave benefits and/or disciplinary action.~~ Employees who fail to comply with notification requirements may be considered absent without approved leave.
- F. Failure to provide a physician's statement or requested documentation may delay the employee's return to work and may result in disciplinary action and/or the denial of paid benefit time.
- G. Prior to returning to work, an employee may be required to have a fitness for duty examination conducted by a physician of the Health Department's choosing and at the Health Department's expense. Requests for fitness for duty examinations must be approved by Lake County's Risk Management~~the Director of Human Resources~~.
- H. The immediate supervisor may direct an employee who appears ill to use sick leave time or unpaid leave time and leave work to protect the health of other employees.
- I. An employee may be disciplined and/or denied the use of paid benefit time if the employee's attendance record reflects an abuse of sick leave. Evidence of such abuse may include, but is not limited to, a pattern of missed Monday's and/or Friday's (i.e. first of last day of the work week) or of attempts to use sick leave the day after and/or the day before a regularly scheduled day off (i.e. paid holiday, vacation day, compensatory day, personal day or a combination thereof) or any other pattern of excess use of sick leave.
- J. The immediate supervisor or Director, with the concurrence of the Human Resource Director or designee, may direct an employee to leave work if there is reason to believe that the employee is unable to perform the essential functions of his job with or without a reasonable accommodation or if the employee has presented work restrictions that prevent the employee from performing the essential functions of his position with or without a reasonable accommodation. If the employee does not have benefit time available to cover such an absence, the absence may be unpaid.
- K. ~~Sick leave hours taken will not be considered hours worked and Sick pay for hours not worked~~ will be excluded when computing eligibility for overtime for the workweek in which it is taken.
- G.L. Sick leave may be taken in no less than one quarter (1/4) hour increments.
1. When an employee is on authorized leave with pay, sick leave continues to accrue.

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2. An employee who is on temporary or permanent disability may elect to use his sick leave benefits at full pay before receiving approved disability payments from the Illinois Municipal Retirement Fund (IMRF).
3. Unused sick leave will be accumulated in the employee's sick leave bank and the balance may be carried forward for use in subsequent years. Currently, there is no restriction on the amount of sick leave that employees may carry in their sick bank, but there are restrictions on how much reimbursement employees may be eligible to receive for their sick leave as provided below.
4. Sick leave used for time missed due to illness, injury or medical appointments of the employee's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, stepparent, or domestic partner cannot exceed the amount of sick leave accrued by an employee during a six (6) month period.

~~D.M. Compensation for Unused Sick Leave Payout at Termination~~

1. ~~Reimbursement at End of Employment:~~ If eligible, employees who leave Health Department employment in good standing and have at least thirty (30) unused sick leave days in their sick bank on the last day of their employment may be compensated at 50% value for all unused sick leave accumulated up to a maximum of sixty (60) sick leave days.
2. Employees may qualify for IMRF pension credit upon retirement for unpaid, unused, accumulated sick leave. Employees should consult ~~Employees are advised to contact~~ IMRF directly for the most current information regarding IMRF policies on this matter. ~~to determine eligibility.~~
- ~~2.3. The law prohibits retaliating against or taking other adverse action against employees who exercise their rights or attempt to exercise their rights under the Act. Any threat of retaliation or attempt to do so should be reported immediately to the Director of Human Resources, the Human Resources Manager or the employee's Director.~~

IV. REFERENCES: NONE

V. AUTHORS/REVIEWERS:

Designated Review Team, Corporate Policies and Procedures Committee, Executive Team, and Lake County Board of Health Personnel Committee

VI. APPROVALS:

Lake County Board of Health President

Signature: _____

Date: _____