

CRISIS LEAVE SHARING PROGRAM SUMMARY

(2019-2021 NAPE Agreement)

Section 19.8 Crisis Leave Sharing Program.

Employees may contribute accrued vacation leave, accrued sick leave, or compensatory hours to benefit another employee at the same College who is suffering from a catastrophic illness or who is unable to report to work due to the pandemic quarantine measures. Vacation leave, sick leave, or compensatory hours may be donated in no less than one (1) day increments. Hours donated but not used will be maintained in a crisis leave sharing pool and distributed on an as needed basis to eligible employees by a Shared Leave Committee designated by the College which shall include at least one (1) support staff bargaining unit employee.

The Committee will determine the amount of donated leave an employee may receive and may only authorize an employee to use up to a maximum of ninety (90) days in a twelve (12) month period. To be eligible to receive donated leave, an employee must have exhausted all paid leave.

The crisis leave sharing program will permit salary and health insurance continuation for those employees receiving shared leave. Details of this program are available at the Human Resources Office.

(2019-2021 NSCPA Agreement)

Section 14.5 Crisis Leave Sharing Program

Unit members may contribute accrued vacation, compensatory time, or accrued sick leave to benefit another employee at the same College who is suffering from a catastrophic illness or who is unable to report to work due to pandemic quarantine measures. To be eligible to receive leave, employees must have exhausted their own leave options.

Accrued vacation or sick leave may be donated in no less than one (1) day increments. Hours donated, but not used, will be maintained in a shared leave pool and distributed on an as needed basis to eligible employees by a Shared Leave Committee designated by the College and including a unit member. The Committee will determine the amount of donated leave an employee may receive and may only authorize an employee to use up to a maximum of ninety (90) days in a twelve (12) month period. The crisis leave sharing program will permit salary and insurance continuation for those employees receiving shared leave.

Details of this program are available at the Human Resource Office and on the HR Website.

(2019-2021 SCEA Agreement)

Section 11.13 Crisis Leave Donations

Faculty members may contribute accrued sick leave to benefit another employee at the same College who is suffering from a catastrophic illness or who is unable to report to work due to pandemic quarantine measures. Sick leave shall be donated in no less than a one (1) day increment. Hours donated, but not used, will be maintained in a shared leave pool and distributed on an as needed basis to eligible employees by a Shared Leave Committee designated by the College which shall include at least one (1) faculty member from the SCEA bargaining unit.

The Committee will determine the amount of donated leave an employee may receive and may only authorize an employee to use up to a maximum of ninety days (90) in a twelve (12) month period. To be eligible to receive donated leave, an employee must have exhausted all paid leave. The crisis leave-sharing program will permit salary and health insurance continuation for those employees receiving shared leave. Details of the Crisis Leave Sharing Program are available at the College Human Resources Office.

Board Policy 5102--Faculty Employees Excluded from the SCEA Bargaining Unit

Board Policy 5103--Professional Staff Employees Excluded from the NSCPA Bargaining Unit

Board Policy 5104--Support Staff Employees Excluded from the NAPE/AFSCME Bargaining Unit