

## **Sick Leave Before and After a Holiday**

### IMPORTANT CONTRACT LANGUAGE.

#### 5.1.8 of the CBA

An attending physician's or attending licensed practitioner's verification of illness may be required by the District for any request for sick leave. Periodic medical reports may also be required during the extended absence of a unit member. A unit member who extends a holiday by use of a sick day for a second time during the same school year will be required to provide District with a licensed practitioner's verification of illness or will be docked a day's pay. Holidays include the following: Labor Day, Veteran's Day, Thanksgiving Break, Winter Break, Martin Luther King Day, President's Day, Spring Break and Memorial Day. The District shall not require verification of illness from unit members in an arbitrary or discriminatory manner. Unit members returning to work from illness involving surgery, serious illness, differential leave, or extended absence, shall be required to present a doctor's release verifying a physical condition suitable for return to work, including any restrictions. For purposes of this section 'extended absence' is defined as an absence of more than five (5) work days. A unit member who fails to provide the required medical verification of illness, medical disability, or injury as stated, shall be placed in unpaid status until such verification is received by the District.

<b>Holidays for the 2018/19 School Year</b>	<b>Days Where, if Absent, Doctor's Note Required to Avoid Docked Pay</b>
Labor Day (Monday, Sep 3)	Aug 31 and Sept 4
Veteran's Day (Friday, Nov 12)	Nov 9 and 13
Thanksgiving Break (Nov 19 - Nov 23)	Nov 16 and 26
Winter Break (Dec 24 - Jan 11)	Dec 21 and Jan 14
Martin Luther King Day (Monday, Jan 21)	Jan 18 and 22
Lincoln's Birthday (Monday, Feb 11)	Feb 8 and 12
President's Day (Monday, Feb 18)	Feb 15 and 19
Spring Break (March 18-22)	Mar 15 and 25
Memorial Day (Monday, May 27)	May 24 and 28

**The Doctor's note must be delivered or faxed to the District office. Do not give it to site level Admin or classified employees. Notes may be faxed to this number. 661-726-0673**