



Oak Park and River Forest High School

Memorandum of Agreement Between Oak Park and River Forest High School District 200 and Service Employees International Union, Local 73 Buildings and Grounds, Custodial, and Maintenance

This agreement serves to acknowledge that Oak Park and River Forest High School District 200 and Service Employees International Union, Local 73 Buildings and Grounds, Custodial, and Maintenance, shall establish a Sick Leave Bank (the "Bank") on a voluntary basis according to the following provisions:

1. The intent of the sick bank is to provide extended sick leave to those participants who incur a period of catastrophic illness. The intent of the Bank is not to provide additional sick days for employees who have simply depleted their individual allotment of sick leave time. The Bank shall be used only for the catastrophic illness/accident of the participant or the catastrophic illness/accident of a participant's spouse, child, or domestic partner and may not be used for maternity/parental leave or any other leave of absence that is not due to catastrophic illness or accident.
2. A bargaining unit member may enroll in the Bank by signing an authorization form agreeing to contribute at least two (2) days of his/her sick leave to the Bank prior to March 1, 2020. If an employee wishes to participate in the Bank, but does not have any sick days left, the employee will have the option to contribute the days required for participation in the Bank on July 1, 2020. Opting out of sick bank enrollment, regardless of reason, shall disqualify the employee from participation at any future date.
3. All new employees will have a one-time option to enroll in the Bank. If they choose to participate in the Bank, they will contribute two (2) days upon hire. Opting out of sick bank enrollment, regardless of reason, shall disqualify the employee from participation at any future date.
4. All Bank participants will automatically contribute two (2) days to the Bank on July 1 of each year unless the total number of days in the Bank at the time is more than 120 days.
5. A Bank participant who has a catastrophic illness or whose spouse, child, or domestic partner has a catastrophic illness which that requires prolonged absence from work shall be able to request a maximum of fifteen (15) days from the Bank after his/her own accrued sick leave days have been depleted. The employee must

submit to Human Resources a medical certification of a catastrophic illness at the time he/she requests access to the Bank.

6. Participants withdrawing from the Bank or the bargaining unit for whatever reason will not be allowed to withdraw the contributed days.
7. A Sick Bank Committee appointed by Union shall review and approve requests for access to the Bank. This Committee may, upon emergency, request that contributing members donate an additional day to the Sick Leave Bank if its reserves become depleted.
8. Any dispute that arises as to the administration of the Sick Bank Committee will not be subject to the grievance process.



Donnell Davis, Chief Steward

3-2-2020

Date



Dr. Joylynn-Pruitt Adams, Superintendent

3/2/2020

Date