

SIDEBAR AGREEMENT
UNION COUNTY EDUCATIONAL SERVICES COMMISSION
and
WESTLAKE EDUCATION ASSOCIATION

On December 31, 2020, the Families First Coronavirus Response Act expired and employers were no longer required to provide paid emergency sick and expanded family and medical leave under the Act to eligible employees.

In an ongoing effort to support employees, the UCESC Board of Directors proposed the following sidebar agreement with the Westlake Education Association to temporarily expand the approved use of accumulated paid sick leave throughout the COVID-19 public health emergency.

Agreement

The Parties agree that through June 30, 2021, all members shall be permitted to use accumulated paid sick leave for the following absences related to the COVID-19 public health emergency:

- The employee is experiencing COVID-19 symptoms and is seeking medical diagnosis and/or treatment; or,
- The employee is subject to a government quarantine order or has been advised by a health care provider to self-quarantine*; or,
- The employee is caring for an individual who is subject to a government quarantine order or has been advised by a health care provider to self-quarantine; or,
- The employee traveled outside of the immediate region and is expected to self-quarantine**; or,
- The employee is caring for his or her son or daughter whose school or place of care is closed or whose child care provider is unavailable for reasons related to COVID-19.***

* No salary deduction or charge against accumulated sick leave will be made when documentation is submitted confirming that an employee is quarantined for the sickness of another individual.

** Subject to the terms and restrictions of the New Jersey Travel Advisory indicated on the following

website: <https://covid19.nj.gov/faqs/nj-information/travel-and-transportation/>

*** Employees may use up to five (5) accumulated paid sick days on either a consecutive or intermittent basis for childcare reasons. Additional absences will be considered on a case-by-case basis and approved as unpaid leave at the sole discretion of the Superintendent.

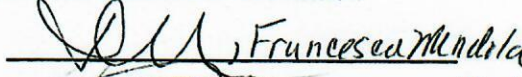
Termination of Agreement

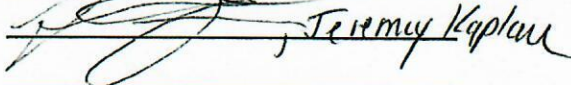
This sidebar agreement shall automatically terminate if the Federal Government or State of New Jersey enact legislation continuing or expanding the leave rights employees were provided under the Family First Coronavirus Response Act.

Duration of Agreement

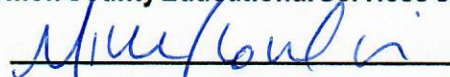
This sidebar agreement shall expire effective July 1, 2021 and shall not establish any past practice or have any binding impact regarding the use of accumulated paid sick leave moving forward.

Westlake Education Association





Union County Educational Services Commission



MICHAEL KOWALSKI, ACT SUPER

