

## **ARTICLE 22 SICK LEAVE**

### **A. ELIGIBILITY**

1. Postdoctoral Scholars are eligible for sick leave without loss of compensation of up to twelve days per twelve-month appointment period. All twelve (12) work days are available for use on the first day of appointment in accordance with the provisions of §D., below.
2. The University shall carry forward unused sick leave to subsequent eligible appointments at the University of California.
3. A Postdoctoral Scholar who is reemployed after a separation from employment of less than fifteen (15) calendar days shall have all sick leave from prior service reinstated. If the separation from employment lasted more than fifteen (15) calendar days but less than six (6) months, not more than ten (10) work days of sick leave shall be reinstated. If the separation lasted for six (6) months (180 days) or more, sick leave shall not be reinstated. A Postdoctoral Scholar who is reemployed from layoff status shall have all sick leave reinstated.

### **B. POSTDOCTORAL SCHOLARS WITH APPOINTMENTS OF LESS THAN TWELVE MONTHS**

Appointees with a less than 12-month appointment are eligible for sick leave in proportion to the appointment period; for example, a Postdoctoral Scholar with a six-month appointment is eligible for up to six days of sick leave.

### **C. USE OF SICK LEAVE**

1. Use of Sick Leave is recorded in one-day increments. Approved absences of less than one full day do not require the use of sick leave.
2. For the purposes of this Article, a "day" means a "workday". Postdoctoral Scholars who are on a reduced schedule are docked a full day of sick leave when absent for their entire reduced time "day".
3. Sick leave shall be used in keeping with normally approved purposes, including personal illness; medical appointments; childbearing; disability; and medical appointments, illness, or bereavement for a Postdoctoral Scholar's family member as defined in §D., below.
4. The University may require that a Postdoctoral Scholar provide proof of a need to be absent from work due to illness.

### **D. DEFINITION OF FAMILY MEMBER FOR SICK LEAVE**

Family member (including step-family member) for the purpose of sick leave and bereavement leave is defined as one's mother, father, sister, brother, parent-in-law, spouse, domestic partner, parent of domestic partner, grandparent, grandchild, child, son/daughter-in-law, adopted or foster child (including children of a domestic partner or legal ward who is under 18 years). Parent includes a biological, foster or adoptive parent, step-parent or legal guardian, or an individual who stood in loco parentis while the Postdoctoral Scholar was a child.