

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

Catastrophic Leave Pay

- A. Catastrophic leave pay is for County employees governed by this Agreement who have exhausted all accumulated paid time off (vacation, sick leave, and compensatory time off, etc.). The purpose of catastrophic leave pay is to provide a portion or all of an employee's pay during the time the employee would otherwise be on an approved leave of absence under the CFRA, the FMLA, or Pregnancy Disability Leave ("POL") pursuant to state or federal law. Catastrophic leave pay is contingent on the receipt of donated vacation time or paid time off in the manner described below.
- B. Catastrophic leave pay does not increase or limit an employee's rights to a leave of absence under County policy or this Agreement except that the employee will continue in a paid status during that leave.
- C. An employee is eligible for catastrophic leave pay with medical certification of the need for a leave of absence pursuant to CFRA, FMLA, and/or POL, and after the employee has exhausted all accrued paid time off.
- D. Employees governed by this Agreement may only donate vacation time or paid time off to another employee who becomes eligible for catastrophic leave pay.
- E. To begin receiving catastrophic leave donations, employees must submit a written request to the Kern County Human Resources Division with sufficient information to enable the Chief Human Resources Officer or his/her/their designee to determine whether they are eligible.
- F. It is the responsibility of the employee requesting catastrophic leave pay or co-workers to canvass other employees for catastrophic leave donations. Donations must be made voluntarily and not through coercion. Donations must be made on the County-approved authorization form. All donations are irrevocable. Donations are taxable on the part of the recipient, in accordance with IRS regulations, and are subject to withholding as required by law.
- G. Donations must be a minimum of eight hours. The County will convert the donations to a dollar equivalent amount using the recipient's hourly wages.
- H. Health insurance coverage and retirement contributions will continue in the same manner as if the recipient employee was on paid sick leave. The recipient employee will not accrue additional paid time off while receiving catastrophic leave pay.
- I. Catastrophic leave pay terminates upon one of the following:
 - 1. The employee has returned to duty from an eligible CFRA, FMLA, or POL leave of absence; or
 - 2. All donations are exhausted.

Deleted:

Proposal from SEIU 521 to Kern County

SEIU reserves the right to add, modify, and delete to the following proposal.

- J. Upon the termination of catastrophic leave pay, all unused donations shall be banked for the recipient's sick leave.

Deleted: forfeited by the donor and recipient

Formatted: Font: 11 pt

Formatted: Font: 11 pt