

Re: AFSCME Local 810's Proposals to Modify the FJD Sick Leave Policy

Dear Mr. Flood:

When we last spoke regarding Local 810's proposals to modify the FJD Sick Leave Policy, you requested that the Local memorialize the proposals and forward them to your attention. As you requested, enclosed please find a copy of the Local's proposals.

The Local believes that its proposed modifications recognize and support the FJD's need to manage its operations and to provide services to the public while providing employees needed time off due to illness, a non-work related injury or to obtain medical treatment. Further, the proposals recognize and incorporate the FJD's right to discipline employees who abuse their sick leave benefit while providing employees the ability to access this benefit responsibly without the fear of being disciplined for addressing a legitimate health care issue.

Importantly, the Local's proposals are based in significant part upon the Philadelphia Police Department and City of Philadelphia non-uniformed personnel sick leave policies. (A copy of both of the aforementioned policies is enclosed for your convenience.) It is the Local's understanding that the aforementioned policies, which have been in force for more than ten (10) years, successfully reduced absenteeism abuse and that there have not been any significant changes to the respective policies throughout the period of their enforcement.

Of particular importance, the uniformed employees of the Police Department perform a similar service to the public as do the Local's bargaining unit members - crime prevention. And while performing this service Probation Officers, like Police Officers, work in close contact on a daily basis with individuals that have a multitude of health conditions, some of which are grave. It is precisely because of our employment duties while serving these individuals that we are at a greater risk of contracting a variety of illnesses. Therefore, it is appropriate that the FJD's sick leave policy, as it applies to the Local's members, be consistent with that of the Police Department.

I look forward to discussing the Local's proposals with you in more detail and will contact you soon to schedule a meeting for this purpose. Should you have any questions with regard to the Local's proposals, please do not hesitate to contact me. Thank you.

Sincerely,

Bob

Zimmerman

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**AFSCME, LOCAL 810**

**POLICY<sup>(1)</sup> PROPOSED MODIFICATIONS TO FJD SICK LEAVE**

**SICK LEAVE**

**POLICY STATEMENT**

No proposed changes.

**GENERAL PROVISIONS**

*Definition of Sick Leave*

No proposed changes.

*Eligibility for Sick Leave*

No proposed changes.

*Limits on Sick Leave Usage*

No proposed changes.

*Sick Leave Accumulation*

No proposed changes.

*Transfer from City Service*

No proposed changes.

*Exhaustion of Accumulated Sick Leave*

No proposed changes.

**PROCESSING SICK LEAVE REQUESTS**

### ***Reporting Absences Due to Illness***

No proposed changes

### ***Medical Certification***

No proposed changes

### ***Recertification***

No proposed changes.

## **ADMINISTRATIVE RESPONSIBILITY**

Sick leave utilization will be measured by days. A day is defined as a single day or portions thereof (with or without medical certification). An employee will be able to use 8 single days or portions thereof without medical certification within a rolling twelve month period without being placed in a sick leave abuse category. An employee will be able to use any of his/her available sick time, *with medical certification*, without being placed in a sick leave abuse category.

## **SICK LEAVE ABUSE**

After using 8 days or portions thereof without medical certification within a rolling 12 month period, the employee will be placed on a sick leave abuse list for the next 6 months and monitored as follows:

- 1<sup>st</sup> absence without certification – written warning with counseling
- 2<sup>nd</sup> absence without certification – 1 day suspension
- 3<sup>rd</sup> absence without certification – 3 day suspension
- 4<sup>th</sup> absence without certification – Suspension with intent to dismiss.

Absences related to approved FMLA leave are not deemed as occurrences for the purposes of this section, and are not subject to discipline.

*Sick Leave Records*

No proposed changes.

*Appeals of Denials of Paid Sick Time*

No proposed changes.

*Utilization of Sick Leave for Maternity-Related Absences*

No proposed changes

*Payment for Unused Accumulated Sick Leave upon Retirement*

No proposed changes.

*Incentives*

No proposed changes.

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<sup>[1]</sup> The paragraph headings used herein track the headings presently used in the FJD Sick Leave Policy.

**CORRECTED PAGE – (Correction underlined.)**

**Marc Flood  
March 8, 2007  
Page 4**

**Local 810 members are also being subjected to a double standard regarding their base salary. In the 15 largest counties in the United States, our members' salaries rank dead last, while FJD administrators' salaries rank number 4. Our members are on the front lines working hard every day to keep our communities safe, while FJD administrators' are working to make our job even harder than it is by demoralizing our members through unreasonable, punitive polices and at the same time collecting proportionately higher salaries.**

**In closing, Local 810 would appreciate a timely and comprehensive response to this communication.**

**In Appreciation,**

**Bob Zimmerman, President  
AFSCME Local 810  
215-893-3754**