

SAPFFA Proposal (Sick Leave), 06-25-2024

ARTICLE 23 - SICK LEAVE

Sections 1-5. [As proposed by City, 06-24-24]

Section 6. Other Provisions.

- A. After an employee who is eligible for regular retirement has an absence in excess of thirty (30) consecutive working days, the Chief has the right to require a physician's certificate and may require the employee to submit to a Fitness for Duty Examination.
- B. The Union recognizes the City's existing right to contact or attempt to contact an employee ~~either in person or~~ by telephone in a reasonable manner while s/he is on sick leave. ~~Failure of the employee to be at her/his residence, at a location pre-coordinated with C. Supervisor, or attending medical treatment shall be grounds for disciplinary action in accordance with existing rules and regulations.~~ The Chief will establish a procedure for discretionary exemptions from this rule and the provisions of Section 2 for individuals with long term illnesses, injuries or extended hospitalization.
- D. The Union recognizes the City's existing right to enforce a policy that the provision of fraudulent medical documentation or deliberately erroneous statements in connection with the provisions of this article shall be grounds for disciplinary action in accordance with the rules and regulations.
- E. Nothing in this Article shall be construed to limit in any fashion the right of the Chief to enforce rules and regulations or administrative policies that are not in conflict with this Agreement or State Law.

Section 7. [As proposed by City, 06-24-24]