SICK LEAVE POLICY

When signing on sick leave for a line of duty injury, you must see the surgeon within 24 hours of signing on sick leave. If you are signing on sick leave for a reoccurrence of a line of duty injury, you must see the surgeon immediately. If the surgeon's office is closed, you have to see him as soon as it opens.

If you are injured on or off duty and do not either go on sick leave or restricted duty, you must see the surgeon on the next tour you work.

You may sign back from regular sick leave with your command when sick leave has not exceeded 3 calendar days for day tours and has not exceeded 3 consecutive tours for night tours.
If regular sick goes beyond the above number of days, then you must see the surgeon to sign off of sick leave. When returning from line of duty sick, line of duty reoccurrence, or any injury related sick leave, you must visit the surgeon to sign off of sick leave.

Both line of duty injures and off duty injuries must be reported to the Department within 7 calendar days.
1996 -- 2000 Arbitration Award: Section 27

Sick Leave Visitation
When on sick leave, the surgeon's office may visit you between 0900 and 1700 on your regular day's work. For night tours, the surgeon may visit you up until 1700 on the day of your last tour i.e.: If you are on sick leave and your set finishes at 0700 on Monday morning, you may be visited by someone from the surgeon's office until 1700 on Monday. The surgeon's office cannot visit you on your day off.

You cannot be called at home while you are on sick leave concerning your status, if you are coming back, or to see if you are home.

If you are on sick leave and need to leave your place of confinement, during the hours of 0700-1900, you must notify MAO to get a line out and give them a reason, a destination, and estimated duration of leave. If MAO is not open then you must call your **resident command** with the information. When you return home, you must call MAO or your resident command to get a line back in your residence. Examples of reasons for leaving residence:

- Attending religious service.
- To vote
- Emergencies involving immediate family members
- Pick up prescriptions
- Doctor visits
- Special family occasions such as weddings, graduations, and deaths.

1992 -- 1996 Contract: Page 34, Section 9.14--4E

Sick Leave/Overtime Restriction
When you return from sick leave, you will be ineligible for scheduled overtime for the next 7 days.
1996 -- 2000 Arbitration Award: Page 16, Section 27--12

Sick Leave Abuser Designation

You will be classified a Sick Leave Abuser if you have 5 or more sick leave occurrences (of 1 or more days) or 8 sick days in a calendar year.

If you are signing on sick leave, and you are a Sick Leave Abuser, you must see the surgeon immediately. If they surgeon's office is closed, then you will report as soon as it opens.

If you do not go sick for 6 months, or if you have sick leave permitted by the surgeon, your Sick Leave Abuser status will be cleared.

Restrictions while on Sick Leave Abuser status:

- No scheduled overtime (unless ordered).
- No Shift differential pay while on sick leave.
- No swapping of tours.
- No right to pick new tour.
- No eligibility for preferred assignments. *1996 -- 2000 Arbitration Award: Section 27* Chronic Sick Leave Abuser Designation

  You will be classified as a Chronic Sick Leave Abuser if you are a sick leave abuser for 18 consecutive months, if you are absent for 16 days, or have 10 occurrences in a 12- month period. If you are signing on sick leave and you are a Chronic Sick Leave Abuser, you must see the surgeon immediately. If the surgeon's office is closed, then you will report as soon as it opens. You will be removed from Chronic Sick Leave Abuser status if you go 6 consecutive months without having a sick day. You will then be designated a Sick Leave Abuser and all restriction for Sick Leave Abuser will apply.

  Restrictions while on Chronic Sick Leave Abuser status:
- All Sick Leave Abuser status restrictions.
- No shift differential while on vacation.

1996 -- 2000 Arbitration Award: Section 27

Doctors Notes

The surgeon can designate any sick time as not be counting towards sick leave abuser status. If you are on sick leave and see a doctor, have the doctor fill out the department sick leave form. Fax and mail the original form to MAO. Make sure to keep a copy for yourself. Just because you send in a doctor's letter does not mean that occurrence will not be counted toward your total.

1996 -- 2000 Arbitration Award: Section 27

Light Duty Restrictions

If you are on restricted assignment for 18 consecutive months the following will apply:

- Limit of 12 hours per month of scheduled overtime, unless permitted by the surgeon or commissioner. You will have to write a letter requesting the waiver of the overtime restrictions.
- No right to pick new tour schedule.
- No eligibility for preferred assignment.

1996 -- 2000 Arbitration Award: Section 27