

FULL-TIME EMPLOYEE - PAID SICK TIME POLICY

Policy Number:

Owner Department: Office of Human Resources

Approved Date/Effective Date: December 18, 2019 / January 1, 2020

Approved By: President's Council

I. POLICY STATEMENT/PURPOSE

Effective July 1, 2017, the Arizona Fair Wages and Healthy Families Act requires employers to provide full-time employees 40 hours paid sick time per year to care for themselves or a family member. This policy is to identify SCNM's paid sick time benefit of 72 hours per fiscal year for full-time employees.

II. POLICY STATUS

Revised: Replaces Paid Sick Time policy - 07/01/2017

III. SCOPE/KEY STAKEHOLDERS

Full-time employees to include Staff and Faculty

IV. DEFINITION(S)

Full-time Employee: scheduled workweek of 40 hours or more

Seniority Date: Date of hire as a full time, benefits eligible employee.

Paid Sick Time (PST): time that is compensated at the same hourly rate and with the same benefits, as the employee normally earns during hours worked

Family Member (for purposes of this policy):

- Children of any age (including biological, adopted, or foster children, legal wards, children of a domestic partner, or children for whom the employee stands *in loco parentis*);
- Parents (including biological, foster, stepparents or adoptive parents or legal guardians of the employee or the employee's spouse or domestic partner, including persons who stood *in loco parentis* when the employee or employee's spouse or domestic partner was a minor child);
- Spouse or a registered domestic partner
- Grandparent, grandchild or sibling (whether biological, foster, adoptive or step) of the employee or the employee's spouse or domestic partner, or
- Any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Paid Sick Time may be used for any of the following reasons:

- An employee's mental or physical illness, injury or health condition; an employee's need for medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; an employee's need for preventive medical care.

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- Care of a family member with a mental or physical illness, injury or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury or health condition; care of a family member who needs preventive care.
- Closure of the employee's place of business by order of a public health official or need to care for a child whose school or place of care has been closed by order of a public health official.
- Care for oneself or family member when it has been determined by health authorities or a health care provider that the employee's or family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease.
- Absence due to domestic violence, sexual violence, abuse or stalking, provided the leave is to allow the employee to obtain for the employee or the employee's family member:
 - Medical attention needed to recover from injury or disability caused by domestic violence, sexual violence, abuse or stalking
 - Services from a domestic or sexual violence program or victim services organization
 - Psychological or other counseling
 - Relocation or taking steps to secure an existing home due to the domestic violence, sexual violence, abuse or stalking; or
 - Legal services related to the domestic violence, sexual violence, abuse or stalking.

Reasonable Documentation: A note signed by a health care professional. For paid sick leave taken for domestic violence reasons, a police report, court order, signed statement from a domestic violence services organization, signed statement from an attorney, clergy member, doctor, or the employee's own written statement.

V. POLICY ITEMS

A. Paid Sick Time Guidelines

1. Full Time employees are awarded PST each pay period in 2.769-hour increments based on their seniority date with SCNM. PST is not accrued for hours absent from work in connection with: excused or unexcused absences without pay, including unpaid leaves of absences, salary continuation for short-term disability, worker's compensation leave, or long-term disability leave. Unused PST is available with no maximum cap.
2. Employees must use earned paid sick time in a minimum of one-hour increments. When unable to report to work due to illness or for one of the reasons listed above, employees must give their supervisor reasonable advance notice of the need to use paid sick leave and shall make a reasonable effort to schedule the use of the paid sick leave in a manner that does not unduly disrupt College operations. If reasonable advance notice is not possible, employees should contact their supervisor as soon as practically possible and prior to the beginning of their shift, when possible. An employee's request for paid sick leave may be made orally, in writing, by electronic means, or by any other means acceptable to SCNM. SCNM may require the employee's request to include the expected duration of the absence.

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3. SCNM supervisors may deny an employee’s request to use PST when the request falls outside the reasons listed in this policy.
4. SCNM may require reasonable documentation that leave is being used for one of the reasons listed in this policy when the employee takes three (3) or more days of consecutive earned paid sick time.
5. Earned paid sick time will not be used in the calculation of hours worked for purposes of overtime. SCNM does not pay out unused paid sick time upon termination of employment. Employees who are rehired within nine months of separation from employment may be eligible for reinstatement of previously accrued earned paid sick time. Reinstated sick time will be available for immediate use upon rehire.
6. Earned paid sick time under this policy may run concurrently with leave taken under other applicable policies, including leave taken under the Family and Medical Leave Act (FMLA).
7. SCNM may not evaluate or discipline employees based on their use of PST.
8. Employees who are denied needed paid sick time for one of the reasons listed in this policy should contact the Office of Human Resources for an individualized review.

VI. RESPONSIBILITY FOR IMPLEMENTATION

Office of Human Resources

VII. RELATED POLICIES

SCNM Paid Sick Time Policy – P/T Employees

VIII. RELATED DOCUMENTS

Employee Handbook
Arizona Fair Wages and Healthy Families Act

IX. NEXT REVIEW DATE

Recommend annual review or following changes in Arizona Fair Wages and Healthy Families Act

X. VERSION CONTROL AND CHANGE HISTORY

Version Control	Approved By/Date	Date Effective	Amendment
1	Presidents Council 10-25-17	07/01/2017	
2	President’s Council 12-18-19	1/1/2020	Change to accrual

XI. POLICY AUTHOR/CONTACT

Office of Human Resources