

G-30 CATASTROPHIC SICK LEAVE

Employees, at their discretion may donate a specific number of days to the sick leave bank to be designated for a specific employee who is suffering a recognized, defined catastrophic illness. A catastrophic illness is any illness or injury so certified by a licensed physician, which causes the employee to be absent from work for an extended period of time.

Before sick leave days for a catastrophic illness may be donated, the employee who is to receive such days shall have no sick leave days remaining. Donated days shall become available for use by the particular employee who shall not be required to repay the days. Any employee who donates days to the sick leave bank for a particular employee suffering from a catastrophic illness shall be apprised that such donated days are not to be recovered or returned to the donor. However, if a particular employee does not require all of the days donated to the employee's credit, they shall revert to the credit of those employees who donated them in accordance with the guidelines adopted by the sick leave bank committee.

No employee may donate more than thirty (30) sick leave days to the sick leave bank for the catastrophic sick leave of any one employee. A sick leave bank is authorized to donate sick leave days to another sick leave bank for use by a particular employee who is suffering a catastrophic illness. An employee shall be a member of the sick leave bank to donate or receive catastrophic sick leave days.

ADOPTED: May 11, 2004

LEGAL REF: Code of Alabama 16-1-18.1; 16-22-9