

Sick Leave Policy for Employees and Family Members

Purpose

[Company Name] understands that employees may require time off from work to attend to their medical needs.

Accrual

Employees accrue sick leave as follows:

- Regular full-time employees accrue sick leave from the date of hire, for a total of 10 days per year.
- Regular part-time employees accrue sick leave from the date of hire, in a prorated amount using the full-time total of 10 days per year and the average number of hours the part-time employee works per week.
- Sick leave may be accrued to a maximum of 120 hours.

Use

Sick leave may be used in accordance with the following provisions:

- Sick leave cannot be used before it is accrued.
- If sick leave is exhausted, annual leave will be used instead.
- Sick leave may be used for an employee's personal illness, medical and dental appointments, and well-care. It may also be used for the illness and well-care of an employee's immediate family members, including the employee's spouse, children, mother, and father.
- If the employee is on leave under the Family and Medical Leave Act (FMLA), paid sick leave or paid annual/vacation leave must be used initially as part of the FMLA leave.
- An employee who is absent due to sickness for more than three consecutive workdays must provide medical documentation for the absence.
- If an employee is absent unexpectedly due to personal or family member's illness, the employee should inform their supervisor or the director of human resources as soon as possible.
- Employees will not be paid for unused sick leave upon termination of employment.

City Of Keller Sick Leave Policy

WJ Hussar

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the name WJ Hussar.

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