



# Metropolitan Water Reclamation District of Greater Chicago

100 East Erie Street  
Chicago, IL 60611

## Legislation Details (With Text)

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**Title:** Requesting Direction Regarding Sick Leave Policy for Employees. "AMENDED. REFER TO FILE #10-1409A"

**Sponsors:**

**Indexes:**

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Date	Ver.	Action By	Action	Result
11/18/2010	1	Committee of the Whole	Recommended	Pass
11/18/2010	1	Board of Commissioners	Approved	Pass

### TRANSMITTAL LETTER FOR BOARD MEETING OF NOVEMBER 18, 2010

#### COMMITTEE ON PENSION, HUMAN RESOURCES AND CIVIL SERVICE

Mr. Richard Lanyon, Executive Director

Requesting Direction Regarding Sick Leave Policy for Employees. "AMENDED. REFER TO FILE #10-1409A"

Dear Sir:

Following discussion at the August 12, 2010 and October 14, 2010 study sessions, the November 4, 2010 Committee on Budget and Employment hearings and suggestions received from employees, policy direction is requested regarding sick leave for non-represented employees.

Currently, non-represented employees earn 15 sick days per year. Sick leave balances may be carried indefinitely. Each November, employees receive a "sick leave incentive" payment for leave balances in excess of 120 days, on a three-for-one basis, to a maximum of 15 days (five days' pay). This program has the effect of limiting most employees' accrued sick leave balance to 120 days. Additionally, accrued sick leave remaining when an employee separates from the District is cashed out on a two-for-one basis, to a maximum of 60 days' pay (120 days accrued).

The sick leave policy for represented employees is contained in each collective bargaining agreement.

At the November 4, 2010 Committee on Budget and Employment hearings, the Board indicated its consensus that the number of sick days earned by non-represented employees be reduced to 12 days per calendar year from 15 days per calendar year, effective January 1, 2011.

At the November 4, 2010 Committee on Budget and Employment hearings, the Board indicated that the sick leave incentive program for non-represented employees should be eliminated, effective January 1, 2011. Because the sick leave incentive program is contained in the collective bargaining agreements, no change

would be made to the sick leave incentive program for represented employees at this time, as this would be subject to negotiation.

At the November 4, 2010 Committee on Budget and Employment hearings, the Board indicated that accrued sick leave balances of non-represented employees, paid out at the time of separation, be cashed out on a two-for-one basis, to a maximum of 15 days pay (30 days accrued), effective January 1, 2011. Because the sick leave payout at separation program is contained in the collective bargaining agreements, no change would be made to the sick leave payout at separation program for represented employees at this time, as this would be subject to negotiation.

As a matter of equity between represented and non-represented employees, it is recommended that the sick leave payout at separation program and the sick leave incentive program for non-represented employees remain intact, until the results of the collective bargaining negotiations are finalized.

In light of the foregoing information, it is requested that the Board of Commissioners approve reduction of sick leave accrual for non-represented employees from 15 days per year to 12 days per year, effective January 1, 2011, and make no changes to the sick leave payout at separation program or the sick leave incentive program for non-represented employees until the results of the collective bargaining negotiations are finalized.

Requested, Denice E. Korcal, Director of Human Resources

Respectfully Submitted, Gloria Alitto Majewski, Chairman Committee on Pension, Human Resources and Civil Service

Disposition of this agenda item will be documented in the official Regular Board Meeting Minutes of the Board of Commissioners for November 18, 2010