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CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING ARTICLE 3.03 [Sick Leave]

PROPOSAL #___
DATE: January 29, 2014

PRIOR PROPOSALS:

IAFF presented proposals regarding Article 3.03 [Sick Leave]. The City presented a counter dated January 14, 2014. IAFF countered on January 14, 2014. The City rejects IAFF's proposals regarding Article 3.03 [Sick Leave]. The City counters as follows.

PROPOSAL:

1. Article 3.03, (E)(6), shall read as follows: "In the event of the death of a represented employee while employed by the City, 100% of the employee's total unused accumulated sick leave, after consideration for any reductions allowed under PERS Sick Leave Conversion/Service Credit Policy, will be paid to the appropriate beneficiary. "

2. Article 3.03 (E)(7) shall be removed, as it is encompassed in Article 3.03(E)(6)

3. Article 3.03 (H) shall read as follows: "The City and Local 2180 agree that Sick Leave is a benefit and not a right. Local 2180 agrees to work with the Fire Chief towards a goal of eliminating sick leave abuse."

4. Article 3.03(I) shall be added and it shall read as follows: "Employees may choose to donate any accrued, but unused, sick leave to another City employee who has exhausted his or her accrued leave due to a disability caused by prolonged illness or injury of the employee or a member of his/her immediate family, subject to and in the manner set forth in Human Resources Policy and Procedures, Policy 614, except as modified herein. Sick leave donations will be made in hourly increments. In order for employees to donate accrued unused sick leave as stated herein, the donating employee must have a minimum 80 hours of banked unused sick leave for themselves. The donated sick leave may not cause the donating employee to fall below the minimum hours required to be banked as stated herein and the donating employee may not donate more than a total of 24 hours of unused sick leave in any fiscal year."

5. All other provisions of Article 3.03 remain as currently written in the MOU.