

COLLECTIVE BARGAINING CLARIFICATION LETTER

NO. 10-08-08

To: All Labor Relations Officers and Personnel Officers
 From: Michael Duco, Deputy Director
 Date: August 24, 2010
 Subject: **All Contracts; Restoration of Accrued Leaves upon Approved Return from Approved Leaves of Absence and Workers' Compensation**

This clarification letter replaces clarification letter No. 00-05-02 and is an explanation of existing benefits and is not to be construed as establishing a new policy.

The following table explains the provisions of each labor agreement regarding the restoration of accrued leaves upon approval of return from:

- Workers' Compensation Benefits (WC)
- Approved unpaid leaves of absence; which includes Disability Leave Benefits (DLB)

Union	TYPE OF LEAVES TO BE RESTORED AND RATES				
	All Leaves	Approved Unpaid; Including DLB		Workers' Compensation	
	Vacation	Personal Leave	Sick Leave	Personal Leave*	Sick Leave
OCSEA	None	None	3.1 per pay period	8 hours per Qtr.	3.1 per pay period
SEIU/District 1199	None	None	2.77 per pay period	10 hours per Qtr.	2.77 per pay period
OSTA (Units 1 & 15)	None	None	3.1 per pay period	None	3.1 per pay period
FOP (Unit 2)	None	None	3.1 per pay period	None	3.1 per pay period
OEA/SCOPE	None	None	None	8 hours per Qtr.	None

An "approved return" from a leave of absence does not include a reinstatement from disability separation. Where an employee is disability separated directly from a period of approved unpaid leave, DLB or WC benefits, the employee does not have an "approved return" from a leave of absence. Such employee is not entitled to restoration of accrued leave.

*There is no accrual of personal leave during the period from July 1, 2009 through June 30, 2011.

As always, please call or write your Labor Relations Specialist with any questions that you may have regarding this or other subjects.