

June 2, 2009

Ms. Lucye Millerand  
President  
URA-AFT  
75 Paterson Street  
New Brunswick, NJ 08901

Re: Use of Sick Leave During Emergent Situations Under Article 41 – Sick Leave

Dear Lucye:

As per your conversation with UHR Associate Director Laura Iarkowski, employees covered by the Agreement between URA-AFT Local 1766 will be permitted to utilize Sick Leave (SL) days in those circumstances where the employee is called to provide emergency attendance upon a member of the employee's family, as defined in Article 41 – Sick Leave, and where said emergency attendance extends to subsequent days of absence for the same medical condition, provided that the employee provides appropriate certification from a health care provider as indicated in Article 41. As you know, the maximum number of SL days used by any employee shall not exceed a total of fifteen (15) days per fiscal year.

The example of such a situation that you and Laura discussed is illustrative of the above: an employee receives a call from school that their child is sick and the employee needs to come pick the child up. The employee is entitled to charge an SL day as long as the school nurse completes the certification form contained in Appendix G of the Agreement or provides documentation that the child is sick. The next day if the child is still ill and the parent wishes to stay home to provide care for the child, the employee is permitted to charge SL for the period of absence so long as the health care provider completes the certification contained in Appendix G. documentation.

Please feel free to contact me if you have any further questions regarding the above.

Very Truly Yours,



Harry M. Agnostak  
Assistant V. P. for Human Resources