

7120 SICK LEAVE

- 7120.1 Sick leave is paid leave granted to employees to be used when an employee is incapacitated by sickness or injury, or disability, as certified by a physician's certificate, for disabilities caused, or contributed to, by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, for medical, dental or optical examination or treatment, for necessary care and attendance during illness of children, spouse, or the employee's immediate family. The family is defined as persons related by blood, marriage, or adoption, as well as employees involved in relationships characterized by the permanence, duration and stability normally associated with family relationships or marriage. Use of sick leave for any other purpose should be considered abuse of this policy and may subject the employee to disciplinary action.
- 7120.2 The earning rate for full time employees is four (4) hours for each full bi- weekly pay period. Sick leave that is not used during the leave year in which it accrues shall accumulate and be available for use in succeeding years. There is no limitation on the amount of sick leave an employee can accumulate.
- 7120.3 A physician's statement may be required for a sick leave absence for an unreasonable period of time, *i.e.*, in excess of three (3) work days.
- 7120.4 An employee must complete ninety (90) days of employment to become eligible for paid sick leave upon separation from the Authority.

SOURCE: Notice of Final Rulemaking published at 42 DCR 6914, 6927 (December 8, 1995).