

SIDE LETTER AGREEMENT TO THE CURRENT CONTRACT AGREEMENT
Between the Cosumnes Community Services District (CSD)
And
IAFF Sacramento Area Firefighters, Local 522

The Sacramento Area Firefighters, Local 522 of the International Association of Fire Fighters (Local 522) and representatives of the Cosumnes Community Services District (CSD) have met and conferred in good faith and have reached an agreement to establish the following changes to the promotional and acting/working out-of-class articles.

ARTICLE 7: LEAVES

7.1 Sick Leave

7.1.4 Reporting

- (a) Employees who need to utilize sick leave to cover absence from work must notify the District in advance of the absence.
- (b) Employees must have available leave hours to be compensated for the leave requested.
- (c) Employees requesting sick leave shall provide adequate notice whenever possible but no later than one hour prior to the scheduled shift.
- ~~(d) Employees under normal leave use status must contact the Staffing Station Captain to request sick leave. Employees in Elevated or Excessive Leave Use Status must contact the Duty Chief to request leave approval.~~
- ~~(e) Upon return to work employees shall complete the Absence from Assigned Hours form and distribute as indicated.~~

~~7.1.5 Leave Use Status~~

~~The fire department shall use a status system to manage the use of sick leave. The Leave Use Status system will use a floating twelve (12) month period (most recent 12 months) to monitor sick leave usage.~~

~~(a) Normal Leave Use Status~~

~~Employees who have five (5) or less occurrences of sick leave in a twelve (12) month period shall be considered in Normal Leave Use Status with no restrictions.~~

~~(b) Elevated Leave Use Status~~

~~Employees who have six (6) to seven (7) occurrences of sick leave in a twelve (12) month period shall be considered to be in an Elevated Leave Use Status.~~

~~Employees who reach Elevated Leave Use Status will, upon notification, remain at Elevated Status for six (6) months. In order to return to Normal Leave Status, the employee must, at the end of the six (6) month period, not have more than five (5) sick leave occurrences during the previous twelve (12) months.~~

~~(c) Excessive Leave Use Status~~

~~Employees who have more than eight (8) occurrences of sick leave in a twelve (12) month period shall be considered at Excessive Leave Use Status.~~

~~(d) Employees who reach Excessive Leave Use Status will, upon notification, remain at Excessive Leave Use Status for twelve (12) months. In order to return to the Elevated Leave Status, the employee must, at the end of the twelve (12) month Excessive Leave Use Status period, not have more than seven (7) sick leave occurrences during the previous twelve (12) months. In order to return to Normal Leave Use Status, the employee must, at the end of the twelve (12) month Excessive Leave Use Status period, not have more than five (5) sick leave occurrences during the previous twelve (12) months.~~

7.1.6 — Restrictions

~~(a) Normal Leave Use Status~~

~~Employees at Normal Leave Use Status may follow the standard reporting process for requesting sick leave. There are no restrictions~~

~~(b) Elevated Leave Use Status~~

- ~~• Employees at Elevated Leave use Status must contact the Duty Chief to request Sick Leave.~~
- ~~• Employees at Elevated Leave Use Status are not eligible for voluntary overtime for a period of thirty (30) days from the date they reach Elevated Leave Use Status. Elevated Leave Use Status employees are eligible for mandatory overtime assignments.~~

~~(c) Excessive Leave Use Status~~

- ~~• Employees at Excessive Leave Use Status must contact the Duty Chief to request Sick Leave.~~
- ~~• Employees at Excessive Leave use Status are not eligible for voluntary overtime for a period of sixty (60) days from the date they reach Excessive Status. Excessive Leave Use Status employees are eligible for mandatory overtime assignments.~~
- ~~• Employees at Excessive Leave Use Status are not eligible for voluntary Strike Team assignments (entire duration of Excessive Leave Use Status).~~
- ~~• Employees at Excessive Leave Use Status must present a physician's note for each occurrence of sick leave.~~

7.1.7 — Appeal Process

~~Employees who experience a non-service connected illness or injury that results in recurrent use of sick leave, may petition the Fire Chief to prevent them from being placed at Elevated or Excessive Leave Use Status restriction. Petition must include legitimate medical certification indicating the need to utilize intermittent leave as a result of the non-service connected illness or injury. After consultation with the Labor representative the decision of the Fire Chief shall be final.~~

Add:

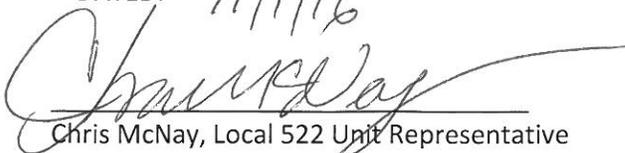
7.1.8 Fraudulent Use and Abuse of Sick Leave

Employees use of Sick Leave will be monitored and reported on their annual evaluation by their assigned captain. The employee's assigned captain will request a sick leave usage report from staffing during the annual evaluation process and document the total amount of sick leave used during the last 12 months. Leave should be broken down detailing the use of Sick Leave and Family Leave that is used from the sick leave bank. If the employee has used greater than 8 occurrences of sick leave (as defined in Section 7.1.1) during the last 12 months, the supervisor shall solicit a written explanation for the excessive use. If the excessive use of sick leave cannot be reasonably explained, then a written record that the employee has been counseled regarding the excessive use of sick leave is required. This record of verbal counseling shall be kept in the supervisor's working file for review during the next evaluation period and shall not be kept beyond 12-months.

Employees will be subject to disciplinary action up to and including termination for inappropriate, excessive, and/or fraudulent use of sick leave, including but not limited to the following: fraudulently obtaining sick leave, falsifying sick leave requests, or providing false documentation. Misrepresenting the grounds for a sick leave request including, but not limited to, vacation, travel, recreational purposes, or to pursue or maintain other employment is also grounds for discipline up to and including termination.

DATED:

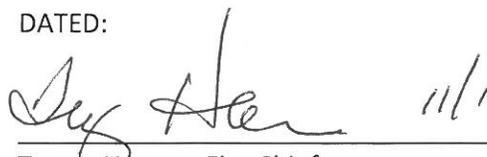
11/1/16



Chris McNay, Local 522 Unit Representative
FOR THE SACRAMENTO AREA FIREFIGHTERS
LOCAL 522

DATED:

11/1/16



Tracey Hansen, Fire Chief
FOR THE COSUMNES COMMUNITY
SERVICES DISTRICT