

**COLLECTIVE BARGAINING CLARIFICATION LETTER**

**NO. 12-10-03**

To: All Labor Relations Officers and Personnel Officers  
 From: Michael Duco, Deputy Director  
 Date: October 31, 2012  
 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. 12-09-02.

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

Where an employee is disability separated directly from a period of approved unpaid leave, DLB or WC benefits, the employee is only eligible for reinstatement of sick leave for the period of workers' compensation benefits immediately prior to the disability separation, if the employee is subsequently reinstated from disability separation.<sup>1</sup>

There was 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.

<sup>1</sup> Please note this is a change from the prior clarification letter. It is the result of a precedent-setting settlement agreement signed August 30, 2012.