

Tentative Agreement on Sick Leave

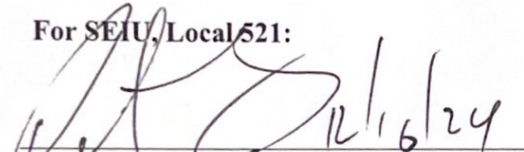
ARTICLE XII – LEAVE PROVISIONS

Sec. 1 Sick Leave

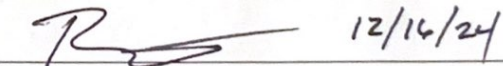
- a) The City shall provide each employee with paid sick leave, earned on a biweekly basis, at the rate of ninety-six (96) hours per year for full time employees. Employees will accrue sick leave at a rate of three point seven (3.7) hours per pay period. Sick leave accrual will be prorated based on hours in paid status. Sick leave accrual accumulation shall be limited to 1,000 hours.

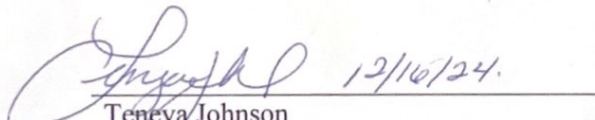
- b) Use of Sick Leave. Sick leave shall be allowed and used in cases of actual personal sickness or disability, medical or dental treatment, or as authorized for personal business. ~~Up to nine (9) days of Sick leave per year~~ may be used for illness in the immediate family, including registered domestic partner, or other individuals required by law. A new employee may, if necessary, use up to forty-eight (48) hours of sick leave at any time during the first six (6) months of employment. ~~Any negative balances generated by such utilization will be charged against future accrual or deducted from final paycheck in the event of termination.~~


For SEIU, Local 521:


Pete Quiroz
Date: 12/16/24

For the City of Palo Alto:


Ben Farnsworth
Date: 12/16/24


Teneya Johnson
Date: 12/16/24


Charles Sakai
Date: 12/16/24