

SIDE LETTER MEMORANDUM OF AGREEMENT ON DELAY OF IMPLEMENTATION OF SICK TIME
ACCRUAL CHANGES

Article 19.D.4 of the Collective Bargaining Agreement between Silverlake Independent Jewish Community Center (SIJCC) and AFSCME Local 800 for 2021-24 states:

Effective September 1, 2022, all employees shall accrue paid sick time on the basis of one (1) hour for every twenty-eight (28) hours worked, up to a maximum of seventy-two (72) hours per year.

At the end of each calendar year starting in 2022, the Employer will conduct a sick leave accrual audit for any employees who have both:

- Taken an unpaid leave of absence of less than 30 calendar days in that year, and
- That unpaid leave of absence was not contiguous with an unpaid leave of absence in the prior year.

For these eligible employees, the Employer will award accrued sick leave in an amount that would have normally accrued during the employees' unpaid leave of absence, up to the employees' maximum accrual limit.

Unused paid sick time accrued by an employee shall carry over to the following year of employment up to a maximum of one hundred forty-four (144) hours.

However, due to the significant challenges that teachers are facing as they navigate unprecedented illness in themselves and their families, the SIJCC wishes to delay the implementation of this provision until September 1st, 2023 and immediately and retroactively reinstate the sick time policy that was in effect before September 1st, 2022 (minus any time taken or credited between September 1st, 2022 and January 1st, 2023). This change will take effect and be visible to employees before their return to work after the winter holiday. The planned implementation in September of 2023 will be discussed by June of 2023 between the Union and SIJCC and may be further modified through mutual agreement.

FOR THE EMPLOYER:



Elizabeth Schwandt,
Senior Director Child Development Center
Interim Executive Director
Silverlake Independent Jewish Community Center

FOR THE UNION:

Abdul Johnson, Field Director
AFSCME District Council 36

Date: 12/16/2022

Date: _____

Lilia Arbona, President
AFSCME Local 800

Date: _____