

## ARTICLE 22

### SICK LEAVE BANK

- A. Bargaining Unit employees may donate up to forty-eight (48) hours but not less than twenty-four (24) hours a year of their accrued but unused vacation or sick leave time to the IAFF Sick Leave Bank. Such donations shall be made only during the months of January and June each year. Donations shall be in increments of twenty-four hours.
- B. Employees who have contributed to the Sick Leave Bank and have exhausted all of their paid leave time, are not receiving workers compensation or disability and continue to be absent due to a bona fide illness, or injury, may apply to receive a donation from the Sick Leave Bank; provided, however, no employee may receive more than 144 hours of donated leave in any one twelve-month period.
- C. Donations shall be paid out at the hourly rate of pay of the employee seeking the donation and shall be subject to normal deductions in accordance with this Agreement and applicable law.
- D. Applications for donations from the Sick Leave Bank shall be made directly to the IAFF Sick Leave Committee which shall be made up of bargaining unit employees selected by the Union. The Committee shall solely be responsible for administering the Sick Leave Bank in accordance with the provisions of this Article.
- E. The Town shall have no obligation under this Article except to make authorized deductions from an employee's accrued vacation and to make payments from the Sick Leave Bank as directed by the Sick Leave Committee from funds, if any, in the Sick Leave Bank.
- F. The IAFF will hold the Town, its employees and elected officials, harmless and defend against any claim made against them, or any of them, relating to this Article 22.