



Sick Days

AFSCME LOCAL 1089 CONTRACT
ARTICLE 26 SECTION 21

Questionable attendance =
A pattern or three (3) occurrences/days within
ninety (90) days.

Step 1. Management will IDENTIFY a pattern of
suspected abuse.

Step 2. Management will NOTIFY in writing that
the employee is on “proof required status”
for 90 days as a result of a pattern of
questionable attendance.

Step 3. Within those 90 days, subsequent to
notification, a doctor’s note will be
required to be eligible for sick day pay.

IMPORTANT

This is not automatic. This is disciplinary
action by management. Which means, you have
the right to answer it.

Additionally

You have a federally mandated right to privacy
regarding health matters. (HIPAA laws)

You must keep your supervisor informed of
attendance issues but let your comfort be your
guide as Doctor notes can go directly to HR.

