

## Sick Leave

### Summary

Dickinson recognizes the inability to work because of illness or injury to the employee, or the need to care for the employee's injured or ill spouse<sup>1</sup>, dependent children (must meet eligibility criteria for health benefits) or parents (including parents-in-law) may cause a hardship. In such a case, the college will continue the employee's wages for up to 10 days each year. Sick leave does not accumulate or carry over from year to year. Sick leave renews each July 1, provided the employee is actively at work (not on leave on that date).

The college may ask an employee to supply a physician's statement explaining an absence, including the dates, nature and length of illness/injury. The college also may require an employee to submit a Return To Work Authorization from a physician.

Employees should seek to schedule medical appointments at the beginning or end of their regular scheduled shift in order to prevent unnecessary disruption to workflow.

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<sup>1</sup> Effective July 1, 2015, based on the recognition of same sex marriages in Pennsylvania under Whitewood v. Wolf, the College will no longer offer benefits to same sex domestic partners.