UACT HOT TOPIC #1
LEAVES

1 Can I use Personal Necessity (PN) to see my child's play; go to a friend's wedding; take my child to college?

GENERALLY, THE ANSWER IS YES.

2 FOR PURPOSES OF THIS SECTION, PERSONAL NECESSITY MEANS SIGNIFICANT LIFECYCLE EVENTS OF THE MEMBER OR HIS/HER IMMEDIATE FAMILY (SUCH AS WEDDINGS, GRADUATIONS, DIVORCES, PATERNITY, BIRTHS); FAMILY EMERGENCIES WHICH ENDANGER THE SAFETY OR HEALTH OF THE IMMEDIATE FAMILY; RELIGIOUS HOLIDAY OBSERVANCES; ILLNESS OF MEMBERS OF THE IMMEDIATE FAMILY; DAMAGE OR SERIOUS THREAT TO EMPLOYEE'S PROPERTY OR THE PROPERTY OF MEMBERS OF THE IMMEDIATE FAMILY.

WHAT HAPPENS TO MY SICK DAYS WHEN I RETIRE?

YOUR SICK DAYS ARE APPLIED TO YOUR PENSION. THEY EACH ACT AS A DAY OF SERVICE IN ADDITION TO THE DAYS YOU WORKED. FOR A DEFINITION, PLEASE SEE THE CALSTRS WEBSITE:

HTTP://WWW.CALSTRS.COM/POST/SERVICE-CREDIT

You get ten (10) days of PN per year, they do not accrue like sick days. As with all things, if you have questions, please call the UACT Office.

3 — I am about to have a baby.

How does maternity leave work?

IT DEPENDS. IF YOU HAVE A NORMAL PREGNANCY YOU CAN USE SIX (6) WEEKS OF SICK LEAVE FOR A VAGINAL BIRTH AND EIGHT (8) WEEKS FOR A C-SECTION.

IF YOU ARE TAKEN OUT EARLY OR ARE KEPT OUT LONGER THAN THESE TWO TIME-FRAMES BY YOUR DOCTOR, IT WILL DEPEND ON THE NOTE HE/SHE WRITES.

IN BOTH OF THESE SCENARIOS IF YOU EXHAUST YOUR ACCRUED SICK LEAVE YOU WILL GO ON DIFFERENTIAL PAY WHICH IS YOUR PAY MINUS THE COST OF A SUBSTITUTE. IF YOU HAVE DISABILITY INSURANCE, IT WILL HELP BRIDGE THE GAP BETWEEN YOU REGULAR PAY AND THE DIFFERENTIAL.

4 — WHAT HAPPENS WHEN I RUN OUT OF SICK DAYS?

If you are taking days for random illnesses then you will move to days without pay for each day you miss. However, if you have exhausted your days due to a major injury or illness, you will go on differential pay which is your pay minus the cost of a substitute. If you have disability insurance, it will help bridge the gap between your pay and the differential.