

# **BURRELL COLLEGE OF OSTEOPATHIC MEDICINE**

## **STANDARD OPERATING PROCEDURES**

<b>Sick Leave</b>		<b>SOP #: HR.008.05</b>
Effective Date	7/5/17	
Last Revision/Review	10/19/2022, 4/27/23, 7/25/2023	

### **1. Purpose**

Burrell College of Osteopathic Medicine (Burrell) recognizes that employees will need days off from work from time to time to address their medical needs.

### **2. Related Policy/Authority**

Burrell Policy B7510

### **3. Faculty/Staff Responsibilities**

In compliance with the New Mexico Healthy Workplaces Act, all employees are eligible for sick leave benefits. Employee benefits and protections under the Act are not waivable. Sick leave accrual begins on the first day of employment. Sick leave can be used after it is earned. Sick leave will not be earned during an unpaid leave of absence. Employees request sick leave through Greenshades. Supervisors approve/deny requests through Greenshades. Information provided by the employee regarding the need for sick leave will be kept confidential to the extent possible.

### **4. Definitions/Abbreviations**

Greenshades is the automated employee portal to the BCOM timekeeping system. Salaried (exempt) employees access Greenshades for leave requests and reporting.

Family Member: An employee's spouse or domestic partner or a person related to an employee or an employee's spouse or domestic partner as: (1) a biological, adopted or foster child, a stepchild or legal ward, or a child to whom the employee stands in loco parentis; (2) a biological, foster, step or adoptive parent or legal guardian, or a person who stood in loco parentis when the employee was a minor child; (3) a grandparent; (4) a grandchild; (5) a biological, foster, step or adopted sibling; (6) a spouse or domestic partner of a family member; or (7) an individual whose close association with the employee or the employee's spouse or domestic partner is the equivalent of a family relationship.

Domestic Partner: Person who lives with the employee in a committed long-term relationship but is not married or related by blood. Domestic partner may be of same or opposite sex.

### **5. Procedural Steps**

1. Sick leave will accrue as stated in the schedule below. Sick leave will not accrue for any time worked over 40 hours in a week and accruals will not exceed annual limits.
  - a. Full/Part-time accrual is approximately 3.69 hours/pay period (not to exceed 96 hours/year).
2. If the available sick leave is not used by the end of a calendar year, accrued, unused leave may carry over to the next year. If the total amount of carried-over accrued sick leave reaches 480

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hours, the hours will continue to be reduced to 480 hours until the level falls below the maximum, at this point leave will begin again.

3. If the date of a medical appointment is known ahead of time, the employee can complete a time off request through Greenshades.
4. If notice is not able to be provided, the employee will be asked to complete the time off request when they return to work.
5. Sick leave may be used in accordance with the following provisions:
  - a. Sick leave may not be used prior to accrual and may not go into a negative balance.
  - b. If sick leave is exhausted, annual/vacation leave will be used in its place.
  - c. Sick leave may be used for the following reasons related to an employee and/or a family member:
    - i. Mental or physical illness, injury or health condition; medical diagnosis, care or treatment of a mental or physical illness, injury or health condition; or preventive medical care.
    - ii. For care of family members of the employee for any of the reasons listed above.
    - iii. For meetings at the employee's child's school or place of care related to the child's health or disability.
    - iv. For absence necessary due to domestic abuse, sexual assault or stalking suffered by the employee or a family member of the employee; provided that the leave is for the employee to: (a) obtain medical or psychological treatment or other counseling; (b) relocate; (c) prepare for or participate in legal proceedings; or (d) obtain services or assist a family member of the employee with any of the activities listed above.
  - d. If the employee is on leave under the Family and Medical Leave Act (FMLA), paid sick leave or paid annual/vacation leave must be used initially as part of the FMLA leave.
  - e. An employee who has a sick leave absence in excess of three consecutive days must present medical documentation for the absence.
  - f. If the employee is absent unexpectedly due to personal or a family member's illness, the employee should notify his or her supervisor or the Human Resources Department as soon as reasonably possible, either verbally or written. Employee should submit their time off in Greenshades as soon as possible.
  - g. Employees are not paid for unused sick leave upon termination of employment. If an employee is rehired within 12 months of separation, their accrued/unused sick leave will be reinstated.

### **6. Reports/Charts/Forms/Attachments/Cross References**

HR Forms: <https://burrell.edu/faculty-staff/forms/>

- Greenshades Instructions

### **7. Maintenance**

Human Resources; to be reviewed every January.

### **8. Signature**

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Approved by	8.8.2023
VP of Administration/CFO	Date

### **9. Distribution List**

Internal/External

### **10. Revision History**

Revision Date	Subsection #	Summary of Changes	New/Cancellation/ Replacement Procedure? (if applicable)	Approval Date
11.30.2021	5	Updated links and changed BCOM to Burrell		12.2.2021
12.3.2021	5	Added information about COVID-19 illness		12.3.2021
7/1/2022	3 and 5.1.a	Change in leave accrual for all employees		7/1/2022
10/19/2022	3 and 5.5.e	Define Family member and update reasons for sick leave usage		10/19/2022
7/25/2023	3, 4 and 5	Update language related to NMHWA and Covid-19		8/8/2023