Catastrophic Leave Donation Program

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Agenda

- Policy
- 2012 Changes
- FAQ
The Policy

• Temporary salary and benefit continuation for employee who has exhausted all paid leave balances

• Leave reasons
  – Catastrophic injury or illness
  – Caring for catastrophically ill or injured family/household member
  – Dealing with the death of a family/household member
  – Address catastrophic casualty loss suffered due to terrorist attack, fire or natural disaster

• Participation is voluntary, non-grievable and not subject to arbitration policy
2012 Changes

- Establish Catastrophic Leave Donation Bank
- Add bereavement and casualty loss to eligible leaves
- Include eligible academic employees
- Recipient eligibility
  - Discipline action in the last 12 months for absenteeism
  - Apply by end of month following leave credits exhausted
  - 184 hour maximum in rolling 12 month period
  - Donations are not to be used for periodic absences or intermittent leave of less than full day increments
  - Clarification in regards to Work Comp
- All forms submitted to HR for approval
Who is eligible?

- Career Staff
  - non-probationary, appointed to a position that is 50% or more of full time and expected to continue a year or longer
  - limited appointment when designated career (1,000 hours in 12 month period w/o a break of service of at least 120 days)
- Academic appointee who is eligible to accrue and use vacation
- Represented employees (except AFSCME)
FAQ

• Why is sick leave not eligible to be transferred?
  *Sick leave is not something an employee “owns”*

• Is the donation tax deductible?
  *No, are not tax deductible*

• What is the minimum/maximum number of hours you can donate?
  *Min: 8 hours*
  *Max: 50% of Donor’s vacation balance at the time of transfer or 80 hours whichever is less*
FAQ

• Is there a cost to the Donor or his/her department?
  No, there is not a cost to the donor or his/her department

• Can CLDP be used in lieu of disability?
  No, but CLDP can be used if leave balances are exhausted to cover the waiting period
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http://blink.ucsd.edu/go/catastrophicleave

- How to Apply for Catastrophic Leave
- Donating Time