ARTICLE 4 - EXTENDED ILLNESS TIME

A. The Extended Illness Time ("EIT") program encompasses time taken in connection with illness, injury, and parental leave.

B. Accrual: Through January 4, 2020, regular nurses will accrue .0270 EIT hours per paid hour, not to exceed 80 paid hours per two-week pay period (approximately seven (7) days of EIT per year with 56 hours' pay for a full-time nurse). A paid hour under this section is defined the same as a paid hour under the PTO program. Accrual will cease when a nurse has 1,040 hours of unused EIT accrual. Effective with the pay period that begins Sunday, 1/5/2020, no further EIB accruals will occur. All existing EIT accruals for then-current nurses shall be frozen as of that date and shall be placed in an Extended Illness Bank for each respective nurse. Nurses hired on or after January 5, 2020 will not accrue or participate in EIT.

C. Pay: EIT pay will be at the nurse’s straight-time hourly rate of pay, including regularly scheduled shift differentials provided under Appendix A, at the time of use. EIT pay is paid on regular paydays after the EIT is used.

D.1. Use — (Through January 4, 2020): Effective through January 4, 2020, EIT continues to be available as follows:
1. Accrued EIT may first be used in the pay period following six (6) months of employment and then in or after the pay period following the pay period when accrued.

2. EIT will be used for any absence from work due to any of the following:

   (a) The nurse's admission to a hospital, including a day surgery unit, as an inpatient or outpatient, for one or more days and any necessary absence immediately following hospitalization.

   If, during the term of this Agreement, Home Health and Hospice makes any improvement in the benefit covered by this subparagraph for a majority of Home Health and Hospice's other employees who are not in a bargaining unit, the improvement will also be provided to bargaining unit employees.

   (b) When a nurse receives outpatient procedures under conscious sedation, spinal block, or general anesthesia in a free-standing surgical center or in a surgical suite at a physician's office.

   (c) The nurse's disabling illness after a waiting period of missed work due to such condition which is equal to the shorter of three (3) consecutive scheduled work shifts or 24 consecutive scheduled hours. If, during the term of this Agreement, Home Health and Hospice makes any improvement in the benefit covered by this subparagraph for a majority of Home Health and Hospice's other employees who are not in a bargaining unit, the improvement will also be provided to bargaining unit employees.

   (d) Partial day absences related to a single illness of the nurse, without an intervening full scheduled shift being worked, after a waiting period of missed work due to such condition which is equal to the shorter of the equivalent of three regularly scheduled work shifts or twenty-four (24) scheduled hours.

   (e) After qualification for use under subsections c or d above and a return to work for less than one (1) scheduled full shift, when the nurse misses work due to recurrence of such condition.

   (f) Approved parental leave under applicable law.

   (g) Approved leaves under OFLA or FMLA, as required by those laws.

3. EIT may be used when the nurse is receiving workers' compensation pay after the normal workers' compensation waiting period and is otherwise eligible for EIT use, but such EIT use will be limited to bringing the nurse's total compensation from workers' compensation and EIT to two-thirds (2/3) of the nurse's straight-time pay for the missed hours.

D.2. Use (January 1, 2020-December 31, 2021): Effective Jan. 1, 2020 and for a period of one (1) year. Accrued EIT may be used for the following purposes:
1. Top-up short-term disability pay up to 100%.
2. Top-up paid parental leave pay up to 100%.
3. Top-up Workers’ Compensation pay up to 100%.
4. Use to care for a family member when out on an approved FMLA, after a waiting period of missed work that is equal to three (3) days up to a maximum of twenty-four (24) hours.
5. For absences shorter than seven (7) day, EIT can be used as described in D.1. above.
6. For absences longer than seven (7) days, EIT can be used for scheduled shifts missed during the 7-calendar day waiting period for short-term disability benefits (regardless of whether STD is approved or denied).

D.3. Use (January 1, 2022 – December 31, 2022): Between January 1, 2022 and December 31, 2022, accrued EIT may be used for an approved OFLA/FMLA to care for a family member after the twenty-four (24) hour elimination period unless a paid family leave plan is otherwise provided by statute.

F. Change in Status: Through January 4, 2020, upon changing from EIT-benefits eligible to a non-benefits eligible status, if the nurse has been employed for at least six (6) months, a nurse’s accrued but unused EIT will be placed in an inactive account from which the nurse may not use EIT. Upon return to EIT-eligible status, the inactive account will be activated for use in accordance with this Article. In the event of termination of employment, a nurse’s active and inactive accounts will be terminated and will not be subject to cash out, but such an account will be reinstated if the nurse is rehired within six (6) months of the termination of employment.