

# **SEIU Local 500 Sick Bank FAQ**

*As of May, 2009*

## **What is the sick bank?**

The sick leave bank is a mechanism which provides additional sick leave to members in cases of catastrophic illness after their accumulated sick and personal leave is exhausted. Members contribute annually and members who need additional leave apply for grants.

## **Why should I join?**

For the donation of one day per year, you have the opportunity to apply for grants of additional time in the event of a catastrophic illness. The sick bank is added insurance for income continuation in the event of serious illness.

## **How do I get a grant?**

You apply with SEIU Local 500 using the sick leave grant application form. Your doctor will need to certify that you are ill and cannot work. For extension of grants, a second opinion may be required.

## **How often must I donate additional leave?**

Donations are annual. Starting on July 1, 2009, all members are required to contribute two days each year. This happens automatically when MCPS advances sick and personal leave in July. A member may discontinue membership in the bank at any time, but there will be no return of days contributed.

## **Who decides if I qualify for a grant?**

There is a joint committee of SEIU and MCPS representatives who review all applications.

## **How long does it take to get a grant?**

Applications are reviewed every two weeks, in coordination with the payroll schedule. Once approved, grants take one additional pay period to process and are paid as part of the normal payroll process on the published pay dates.

**How long do I have to be a member to get a grant?**

You must be a member of the sick bank for at least six months before you can qualify for a grant. You also must not be in probationary status.

**Can I get a grant for the illness of a family member?**

Sick bank grants are only for the employee's own illness, not the illness of a family member.

**What are the limits on sick bank grants?**

Employees can get no more than 90 days per year. The number of hours per day are based on the employee's permanent assignment(s) at the time of the grant application.

**Can I stop being a member of the sick bank?**

Yes, you can leave the sick bank at any time. However, any donations are not refunded.