

CONFIDENTIAL

**ORANGE COUNTY TRANSPORTATION AUTHORITY
COUNTER PROPOSAL TO TEAMSTERS LOCAL 952**

TENTATIVE AGREEMENT

**ARTICLE 39
SICK LEAVE**

SECTION 1. COVERAGE

Operators with one or more years' accumulated service under the terms of this Agreement who are off work due to bona fide sickness or injury shall be allowed paid sick leave. The Authority may require satisfactory proof of illness for leaves of absence due to illness or injury.

Effective May 1, 2017 Operators with less than one year of service shall accrue twenty-four (24) sick hours. The sick days will be available to Operators after the completion of ninety (90) days of active employment. The Authority may require satisfactory proof of illness or injury for leaves of absence due to illness or injury.


Operators will accumulate sick leave in accordance with the following schedule:

- Twenty-four (24) hours prior to one (1) year of service, available on the 91st day from hire date.
- Forty (40) hours after one (1) year of continuous service.
- Seventy-two (72) hours after three (3) years of continuous service.
- Eighty (80) hours after ten (10) years of continuous service.
- Eighty-eight (88) hours after fifteen (15) years of continuous service.
- Ninety-six (96) hours after twenty (20) years of continuous service.

An Operator will be eligible for sick leave on his/her anniversary date of employment in accordance with the above schedule.



Maggie McJilton
OCTA



Patrick D. Kelly
Teamsters Local 952

5/2/18

Date

5-02-18

Date