

# COMPARISON OF SICK LEAVE BANK & SICK LEAVE POOL

Sick Leave Bank	Sick Leave Pool
Membership Required: YES	Membership Required: NO
Purpose: A collection of local days available to employees who donate to the Bank. Bank days are for the employee <u>only</u> when he/she experiences a catastrophic illness, event, or injury.	Purpose: A collection of local days donated to an employee who has exhausted his/her own leave. Pool days are for immediate family members with a catastrophic illness, event, or injury.
The Bank has a balance of local days from members who join during the initial 30 days after hire or during Open Enrollment for the Bank in the month of September each year. A Bank is for employee only.	The Pool has no balance of local days. A pool is created as needed for an employee who has an immediate family member with a catastrophic illness, event, or injury.
The Bank is used for EMPLOYEE ONLY.	The Pool is used for the EMPLOYEE'S IMMEDIATE FAMILY (spouse, child, step-child, parent, step-parent).  A member of the Bank may request an additional 10 days immediately following the use of all available awarded Bank days, when necessary.



SICK BANK?



SICK POOL?