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KNOW YOUR RIGHT'S

SICK LEAVE FOR DEPENDENT CARE

The **2010** National Agreement continued an employee's right to use up to eighty hours of sick leave per leave year to give care or otherwise attend to a family member having an illness, injury or other condition which, if an employee had such condition, would justify the use of sick leave by that employee.

Family members shall include son or daughter, parent and spouse as defined in ELM Section 515.2.

Approval of sick leave for dependent care will be subject to normal procedures for leave approval.

An employee's right to Sick Leave for Dependent Care is **separate and different** from the right to leave under the Family and Medical Leave Act (FMLA) of 1993. FMLA is a federal law. Still, there are certain similarities. For instance, the definitions of son, daughter, spouse and parent used for Sick Leave for Dependent Care are the same as the FMLA definitions. An employee may take time off to care for the same person under both Sick Leave for Dependent Care and FMLA.



Sick Leave for Dependent Care allows an employee to use up to eighty hours of sick leave to care for a family member, while FMLA provides protection for the absence if it is due to a FMLA covered condition.