



Spring Break  
March 22 - 27

***Know your Contract:***

**B. Medical Leave Bank** 1. All classified staff who are not members of the Medical Leave Insurance Bank will be automatically enrolled on September 30, with a donation of two (2) days of sick leave. If the staff member does not have two (2) days as of September 30, membership will not occur. Staff can reject membership by notifying the district office in writing with a signature prior to September 30. Classified staff hired after September 30 may join the Medical Leave Bank with a donation of two (2) days of sick leave. Notice must be given to the district office in writing within ten (10) days of the start date. This donation will qualify the staff member for the first year of membership regardless of the hire date. 2. Only those who have contributed days to the bank may apply for days from the bank. 3. Members of the bank may apply for time from the bank for their own personal illness only after they have exhausted their own medical leave. Time granted to a bank member shall be equivalent to the daily assigned work hours of the member of each day of benefit approved. Employees receiving time loss benefits through disability insurance are ineligible to receive time from the bank in excess of their current wage. 4. When a member applies for time, in writing, he/she must furnish certification from two (2) different doctors that the illness or injury is of a serious emergency nature which prevents him/her from performing assigned duties

and medical treatment cannot be delayed until the next vacation period or the following summer. Medical leave bank hours are to be used exclusively for the treatment of the illness or injury described by the doctors in this section. 5. The maximum time a member can draw would be ten (10) days during any one (1) contract year after one (1) year of membership in the bank; twenty (20) days after two (2) years; thirty (30) days after three (3) years; and the maximum time a member can draw would be forty (40) days during any one (1) contract year after four (4) years of membership in the bank. Members may receive time from the bank for intermittent days missed from work in any given year for a prescribed medical treatment. Following any use of the medical leave bank, the member must rejoin the bank according to this article with benefits to accrue at the rate described above. 6. In the event an employee has exhausted all personal medical leave and their allotted Medical Leave Insurance Bank hours, the Union can, with permission of the employee or their family representative, request a voluntary donation of medical leave hours from its members. A maximum of two (2) days, based on the donating employees contracted hours, per employee may be transferred per request. Employees wishing to donate must carry a medical leave balance of at least 400 hours. Total donations will be capped at ten (10) days, based on the recipients contracted hours, per request. Only one (1) request per employee, per year, may be made. The Union will present to the business office a list of staff donating hours, the hours to be donated and the staff member receiving the donation. Donated leave hours are to be used exclusively for the treatment of the illness or injury described by the doctors in section 4. 7. Time from the bank may be considered for disability of the employee as a result of pregnancy. 8. Administrative procedures and forms will be provided by the District. 9. The classified employees' medical leave days contributed to the bank are irrevocable. Upon request, the district shall furnish the Union with the number of days currently in the bank. The Union shall determine when the bank is depleted to the point that reenrollment of all members is required.

**OSEA CHAPTER 34**

**REGULAR UNION MEETING**

**MARCH 11, 2020**

**4:00PM**

**OAKDALE**



Cooking, cleaning, fixing, typing, driving, scheduling and supporting students... classified school employees do it all! From the time they get on the bus in the morning to when they head home at the end of the day, students are surrounded by caring classified professionals who keep them safe and help them learn. Now, it's time to thank the employees who keep schools running.

**Classified School Employees Week is March 2-6, 2020!**

Classified School Employees Week celebrates the critical, and often unrecognized, work that classified workers do for Oregon schools and students. Let's give our hardworking classified school employees a high five and thank them for all they do!

**March, 2020**

**April, 2020**

SUN	MON	TUE	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
8	9 Board Mtg. 2:45 WWE	10	11 Chapter Mtg. 4:00 @ OHE	12	13	14
15	16	17	18 K3 Conf	19 K3 Conf	20 K12 Conf.	21
22 Spring Break	23 Spring Break	24 Spring Break	25 Spring Break	26 Spring Break	27 Spring Break	28
29	30	31				

SUN	MON	TUE	WED	THUR	FRI	SAT
			1	2	3	4
5	6	7	8 Chapter Mtg. Voting Only	9	10	11
12	13 Board Mtg. 2:30 Lyle	14	15	16	17	18
19	20	21	22	23	24	25
26	27 Board Mtg. 7:00	28	29	30	31	

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