

Idaho Division of Human Resources
Executive Branch Statewide Policy
Section 3: Sick Leave

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3A. General Information

Employees shall earn sick leave and be eligible to take sick leave in accordance with Idaho Code §[67-5333](#), [59-1603](#), [59-1605](#).

3B. Eligibility

Employees must meet the criteria to qualify as eligible for benefits in order to accrue or use sick leave. Employees who are ineligible for sick leave are:

- Employees who regularly work less than 20 hours per week; or
- Employees who are in non-pay status (i.e. on unpaid leave of absence); or
- Temporary employees who are hired to work less than five months, regardless of number of hours worked per week.

An employee who is originally not expected to work five (5) months but who does so is entitled to receive sick leave benefits retroactively in accordance with the above accrual rates.

3C. Accrual

Sick leave shall accrue at the rate of .04615 hours per hour worked or paid (except for paid compensatory leave).

To calculate sick leave accrual in any one pay period, take the number of hours paid (excluding compensatory time taken) and multiply by 0.04615. For example, an employee who works 80 hours (ACT) in a pay period earns 3.692 hours of sick leave (calculated by multiplying 80 x 0.04615).

Employees earn sick leave while on paid leave, aside from compensatory time off.
Sick leave accrues without limit.

3D. Use of Sick Leave

Employees must meet the eligibility criteria, per section 3B, in order to use sick leave. Sick leave may only be used in cases of the employee's actual illness or disability or other health reasons necessitating the employee's absence from work or Employee Assistance Program (EAP) appointments. In addition, an employee may also use sick leave when needed to attend to a family member's medical appointments, serious illness, disability, or for bereavement leave.

Bereavement leave is a qualifying event that allows an employee time off to deal with grief and/or other arrangements such as a funeral after the death of a family member.

Employees may take up to five (5) days¹ of sick leave after a qualifying event. The five (5) days do not need to be consecutive; however, must be used during the 12 months following the death.

Sick leave may be taken for self, spouse, child, foster child, parent, brother, sister, grandparent, grandchild, or the same relation by marriage or legal guardian.

When possible, employees are expected to plan time away from work by notifying their supervisor in advance prior to the absence. For example, when scheduling a routine doctor's appointment or planned surgery an employee's supervisor should be consulted. Employees must use some type of paid leave for these circumstances (i.e. sick, vacation, or compensatory time).

1. Limitations on Sick Leave Use

- a. Employees may not use sick leave for time off due to adoption or foster care placement unless the child has a medical condition requiring care.
- b. Sick leave cannot be used in lieu of vacation leave. If an employee exhausts accrued sick leave, the employee must use other accrued leave balances prior to the employee receiving leave without pay (unless the employee is on approved Family and Medical Leave or absent due to a work- related illness or injury).
- c. If an employee needs time off to attend to legal responsibilities related to probate or court proceedings following a death in the family, the employee must use other accrued leave balances prior to the employee receiving leave without pay.

¹ If an employee needs more than five (5) days, the agency may require additional documentation, may require the employee to utilize other accrued leaves, or may need to discuss FMLA leave with the employee.

- d. Sick leave cannot be taken in the same pay period in which it is earned.
- e. Sick leave may not be utilized if it will result in pay in excess of the employee's normally scheduled workweek. For example, if a full-time employee calls in sick on Monday, then works 9 hours per day on Tuesday through Friday, that employee's timesheet would reflect:

	SUN	MON	TUE	WED	THU	FRI	SAT	TOTAL
ACT		9	9	9	9			36
SIC						4		4
								40

Use Parameters for Executive Employees Only. Employees designated as Executive shall not use accrued sick leave in less than half-day increments. For example, if an Executive employee works for 6 hours, and takes the remainder of that day off due to a qualifying illness, no accrued sick leave is used. Conversely, if an Executive employee works for 2 hours, and takes the remainder of the day off due to a qualifying illness, then 6 hours of accrued sick leave is used.

2. Managing Sick Leave. Patterns or excessive absences can negatively impact individual performance and the Agency's services. Therefore, a supervisor who suspects an employee is abusing sick leave may:
 - a. Require the employee to provide a doctor's note justifying the absence; or
 - b. Investigate an employee's suspected sick leave abuse and address any misuse or abuse as necessary.
 - c. Any employee who is misusing sick leave shall be subject to disciplinary action up to and including dismissal.

3E. Inability to Return from Medical Leave

Employees off work due to their own or a family member's illness or injury are required to keep the Agency informed as to their health status and intent to return. During that time, sick leave or other accrued leaves may be used.

1. Required Physician Notes. During the employee's medical leave, the Agency may require updated physicians' statements regarding the employee's expected date of return to work.
2. Employee Unable to Return to Work. If an employee is unable to return to their regular work duties (with or without accommodation) after twelve (12) weeks, the employee will be medically laid off.
 - a. Employees may not use leave without pay, or time spent in a light or alternate duty position, to extend the medical layoff date.

3F. Effect of Transfers on Accrued Sick Leave

Accrued sick leave transfers with employees when they transfer from one State agency to another.

3G. Effect of Separation on Accrued Sick Leave

When an employee leaves State service, all accrued and unused sick leave will be forfeited, except as provided in Idaho Code § 67-5333 (i.e., separation due to retirement).

1. Reinstatement of Sick Leave. If an employee returns to credited state service within three (3) years of separation, and is rehired into a benefited position, all sick leave forfeited at time of separation will be reinstated for the employee to use. [Ref. Idaho Code § 67-5333(1c)]