

December 6 2023

Union proposals for renewal Collective Agreement negotiations between U of T and CUPE 1230, Student Casual Unit
Without prejudice or precedent. Subject to errors and omissions. The Union reserves the right to introduce additional proposals.

ARTICLE XS - SICK TIME

XS:01 Sick time is defined as absence because of an employee's illness or injury, not incurred in the performance of regular duties, or absence because of quarantine through exposure to contagious disease, or because of an accident for which compensation under the Workplace Safety and Insurance Act is not payable.

XS:02 ~~Effective July 1, 2023 a~~ An employee shall be entitled to paid sick time as set out below:

(a) The paid sick time entitlement shall be for **eight (8) scheduled shifts for an employee employed under an eight (8) month contract** ~~one (1) scheduled shift between January 1st and June 30th inclusive~~, and **four (4) scheduled shifts for an employee employed under a four month contract** ~~one (1) scheduled shift between July 1st and December 31st inclusive~~, in each year of the ~~Collective Agreement~~. Unused paid sick time shall not be accrued or banked.

(b) The paid sick time will equal the wages that would have been payable for the scheduled shift, less deductions required by law.

XS:03 Any sick time other than the paid sick time set out in Article XS:02, above, shall be without pay.

XS:04 When an employee is unable to report to work due to sickness or injury, the supervisor must be notified promptly and informed as early as possible of the probable date when that employee is able to return to work.

Where the Employer requires the employee to provide a doctor's certificate, the Employer will reimburse the employee for the cost of the certificate, provided it meets the above criteria and is accepted by the Employer, upon proof of payment satisfactory to the Employer.