

National Bureau of Economic Research Colorado Paid Sick Leave Policy

Employees of the National Bureau of Economic Research (“NBER”) based in Colorado will accrue one hour of paid sick leave for every thirty (30) hours worked beginning at the commencement of employment (or January 1, 2021, whichever is later), up to a maximum of forty-eight (48) hours of paid sick leave per calendar year.

Employees may use accrued paid sick leave to be absent from work for the following purposes:

The employee has a mental or physical illness, injury, or health condition that prevents the employee from working; needs to obtain a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care;

The employee needs to care for a family member who has a mental or physical illness, injury, or health condition; needs to obtain a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care;

The employee or family member has been the victim of domestic abuse, sexual assault, or harassment and needs to be absent from work for purposes related to such crime; or

A public official has ordered closure of the employee's place of business or closure of the school or place of care of the employee's child due to a public health emergency, necessitating the employee's absence from work to care for the child.

In addition to regular paid sick leave, full-time employees will be allowed up to 80 hours of paid sick leave, and part-time employees an amount equal to their average hours in a fourteen-day period, for a public health emergency as described in 8-13.3-405.

For the purposes of this policy, eligible family members include (1) An employee's immediate family member as defined in CO 2-4-401 (3.7); (2) A child to whom the employee stands in the place of a parent or had that standing when the employee was a minor; (3) A person for whom the employee is responsible for providing or arranging health and safety care.

Employees are requested to give as much advance notice as possible of any leave granted under this policy. Employees may be required to provide documentation for any leave that exceeds four (4) consecutive work days.

An employee is entitled to carry over up to forty-eight (48) hours of accrued, unused paid sick leave to the following calendar year, but in no event will an employee be permitted to use more than forty-eight (48) hours of paid sick leave in any one calendar year. Employees will not be paid for accrued, unused paid sick leave upon termination of employment. If a former employee is rehired by the NBER within six months of the separation, the NBER will reinstate any paid sick leave that the employee had accrued but not used prior to the separation.