

**National Bureau of Economic Research  
San Diego, California Sick Leave Policy**

Employees of the National Bureau of Economic Research (“NBER”) based in San Diego, California will accrue one hour of paid sick leave for every thirty (30) hours worked beginning at the commencement of employment (or July 11, 2016, whichever is later), up to a maximum of eighty (80) hours of paid sick leave. To be eligible, an employee must work in San Diego for at least two (2) hours in one or more calendar weeks of the year. A newly-hired employee must complete a ninety (90)-day period of employment before he or she may use paid sick leave.

Paid sick leave that is earned under this policy may be used in the event of (a) the employee’s illness, injury, or need for preventive medical care, (b) an eligible family member’s illness, injury, or need for preventive medical care, (c) the closure of NBER or the school or child care provider of the employee’s child due to a public health emergency or (d) the employee’s need to address the psychological, physical or legal effects of domestic violence, sexual assault, or stalking. For the purposes of this policy, eligible family members include an employee’s child (regardless of age or dependency, including adopted, foster, step or legal ward, a child of a person who has assumed the responsibility of parenthood), spouse, domestic partner, parent, sibling (including half-siblings, step-siblings and siblings related through adoption), grandchild or grandparent, or the child or parent of an employee’s spouse or domestic partner.

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 from a licensed health care provider for any leave that exceeds three (3) consecutive work days.

An employee is entitled to carry over accrued, unused paid sick leave to the following calendar year, but in no event will an employee be permitted to use more than forty (40) hours of paid sick leave in any calendar year. Employees will not be paid for accrued, unused paid sick leave upon termination of employment. If an employee is rehired within six months of separation, any previously earned paid sick time will be reinstated and the employee is entitled to use earned paid sick time immediately upon the re-commencement of employment.