

**National Bureau of Economic Research
Vermont Sick Leave Policy**

Employees of the National Bureau of Economic Research (“NBER”) based in Vermont will accrue one hour of paid sick leave for every fifty two (52) hours worked beginning at the commencement of employment (or January 1, 2018, whichever is later), up to a maximum of twenty four (24) hours of paid sick leave per year. To be eligible, an employee must work an average of at least eighteen (18) hours per week during a year. A newly-hired employee must complete one (1) year 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 or therapeutic medical care, (b) an eligible family member’s illness, injury, or need for preventive or therapeutic medical care, (c) the closure of NBER or the school, child care provider, or business of the employee’s eligible family member due to public health or safety reasons 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 up to twenty-four (24) 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 twenty four (24) hours of paid sick leave in any calendar year. Employees will not be paid for accrued, unused paid sick leave upon termination of employment.