

National Bureau of Economic Research Rhode Island Sick Leave Policy

Employees of the National Bureau of Economic Research (“NBER”) based in Rhode Island will accrue one hour of paid sick leave for every thirty-five (35) hours worked beginning at the commencement of employment (or July 1, 2018, whichever is later), up to a maximum of twenty-four (24) hours of paid sick leave during the calendar year 2018, thirty-two (32) during calendar year 2019 and up to a maximum of forty (40) hours per year thereafter. 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) an employee's mental or physical illness, injury, or health condition; an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; an employee's need for preventive medical care; (b) care of a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; care of a family member who needs preventive medical care; (c) closure of the employee's place of business by order of a public official due to a public health emergency or an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease; or (d) time off needed when the employee or a member of the employee's family is a victim of domestic violence, sexual assault, or stalking. For the purposes of this policy, eligible family members include an employee's child, parent, spouse, mother-in-law, father-in-law, grandparents, grandchildren, or, domestic partner, sibling, care recipient, or member of the employee's household.

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 (24) hours during the calendar year 2018, thirty-two (32) hours during calendar year 2019 and forty (40) hours per year thereafter. Employees will not be paid for accrued, unused paid sick leave upon termination of employment. If an employee is rehired within 135 days of separation, any previously earned paid sick leave will be reinstated and the employee is entitled to use earned paid sick leave immediately upon the re-commencement of employment.