

**National Bureau of Economic Research
Westchester County, NY Sick Leave Policy**

Employees of the National Bureau of Economic Research (“NBER”) based in Westchester County, NY will accrue one hour of paid sick leave for every thirty (30) hours worked beginning at the commencement of employment (or April 11, 2019, whichever is later), up to a maximum of forty (40) hours of paid sick leave per calendar year. To be eligible, an employee must work more than eighty (80) hours in Westchester in a calendar 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 or need for preventive medical care, (b) an eligible family member’s illness 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 biological, adopted, foster, legal ward, or a person to whom the employee stands in loco parentis or to whom the employee stood in loco parentis when that person was a minor), spouse, domestic partner, parent, sibling, grandchild or grandparent, and the child or parent of an employee's spouse, domestic partner or household member. For purposes of this subdivision, "household member" shall mean (i) persons related by consanguinity or affinity; (ii) persons legally married to or in a domestic partnership with one another; (iii) persons formerly married to or in a domestic partnership with one another regardless of whether they still reside in the same household; (iv) persons who have a child in common, regardless of whether such persons have been married or domestic partners or have lived together at any time; and (v) persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time.

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.