

From: CDC Distribution Info
Sent: Thursday, January 07, 2016 12:06 AM
Subject: Payroll Update: Illness Cap New Language

Payroll Update: Illness Cap New Language

- To:** Employees, Supervisors, Group Time Reporters (GTRs) and Feeder Coordinators who support CWA AT&T Corp. Non-Management Employees
- What:** The recently ratified CWA AT&T Corp. contract changes the Illness Cap. Please review the following information that describes the changes.

Illness Cap – Effective January 1, 2016, the maximum amount of paid illness time for an employee hired on or before June 26, 2015 covered by the Agreement shall be eighty (80) hours in a calendar year. Employees who have twenty five (25) or more years of service do not have an annual limit of paid illness day.

Illness Cap Exception – If an employee used forty (40) hours or fewer of paid illness time during the 2015 calendar year, that employee may use up to an additional forty (40) hours of paid illness time in the 2016 calendar year. The additional forty (40) hours are for the sole purpose of providing paid illness time for the five (5) day period leading up to an **approved** disability, after the initial eighty (80) hours have been exhausted.

Illness Cap – Effective January 1, 2016, the maximum amount of paid illness time for an employee hired after June 26, 2015 covered by the Agreement shall be forty (40) hours in a calendar year.

Employees hired after June 26, 2015 **are not** eligible for the Illness Cap Exception.

The above changes will not be programmed in *eLink* until **March 2016**. Therefore, it will be the responsibility of the Employee and Supervisor to ensure employees don't exceed the yearly allotted amounts of paid illness.

