

3.13 In the event of a catastrophic illness, a participating unit member who has exhausted all regular and extended sick leave may utilize a maximum of 100 days from the CATASTROPHIC ILLNESS BANK.

3.13.1 The compensation shall be at fifty percent (50%) of his/her daily rate.

3.13.2 A unit member becomes eligible for Catastrophic Leave by contributing a minimum of 8 hours of sick leave to the bank. All transfers of eligible leave credit shall be irrevocable.

3.13.3 In cases of severe financial hardship, the District, by mutual agreement of the Chancellor and the CSEA 888 President, may provide the benefits in this section concurrently with the benefits of 3.7.1.

3.13.4 No employee shall be approved for catastrophic leave unless that employee has provided an acceptable medical certificate from a physician supporting the continued absence and setting forth that the employee is, and will continue to be, unable to perform the employee's duties due to a catastrophic illness, as defined below.

3.13.5 A catastrophic illness and/or injury is an acute or prolonged illness or injury that is considered life-threatening or with the threat of serious residual disability which results in the employee's inability to work.

3.14 Examples of a catastrophic illness or injury include, but are not limited to:

3.14.1 Serious, debilitating illness, impairment, or physical/mental condition that involves treatment in connection with an overnight stay in a hospital, hospice, or residential medical facility.

3.14.2 High intensity/high frequency of treatment encounters necessary for a chronic or long-term condition that is so serious that, if not treated, would likely result in an extended period of incapacity or death.

3.14.3 Terminal illness

3.15 Exclusions

3.15.1 Elective surgery does not qualify as a catastrophic illness or injury. If complications arise resulting in a serious health condition, the situation may qualify as a catastrophic illness or injury.

3.15.2 Most leave associated with pregnancy is not covered by Catastrophic Leave. If complications arise resulting in a serious health condition as described above, Catastrophic Leave would apply.

3.15.3 This Program does not cover time off due to a job-incurred injury/illness covered by Workers' Compensation benefits.

3.15.4 An employee must not have a written record of disciplinary action for leave abuse or misuse of leave within the past twelve (12) months.