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CITY OF CAMBRIDGE
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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

June 14, 1999

To The Honorable, The City Council:

In response to Awaiting Report Item No. 99-95, regarding a report on the City's policy on an employee sick bank or a donation of an employee's sick time to a fellow employee, Personnel Director Michael Gardner reports the following:

Currently the City has a contractual arrangement with Local 30, IAFF, representing firefighters, which provides for a union administered sick bank system. The City also has, over the last several years, authorized employees to donate a limited portion of their own sick leave to fellow employees who have exhausted their own sick leave due to extended illness or disability. The Department is currently negotiating with one of our largest units over establishing a more formal sick leave bank system that would be administered jointly by the union and the City. The hope is that this may become a model for other unions and for non-union employees. We do plan to eliminate the donation of time by individual employees to specified individual employees as soon as an alternative is available, because a pooled system would be a more equitable method of providing paid sick leave to employees in hardship situations.

Very truly yours,

Robert W. Healy
City Manager

RWH/mec

Consent Agenda #4

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Relative to AW rpt. #99-95,
regarding a report on the City's
policy on an employee sick bank
or a donation of an employee's
sick time to a fellow employee.

In City Council June 14, 1999

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