



Sacramento County Criminal Justice Employees' Union

Unlock Your Benefits Meeting • Virtual Meeting • August 15, 2024

MOU Review and FAQ'S

Article 9.1 Vacation Leave with Pay

- Do I lose vacation once it is accrued? **No, once accrued you cannot lose your vacation.**
- What happens when I reach my accrual maximum? **Once your maximum accrual is reached, you will not accrue any additional time until your accruals fall below the maximum.**

Article 9.2 Vacation Use

- Can the County deny my vacation? **The County cannot unreasonably deny your vacation; however, they can deny your request if the operations needs would be compromised if approved.**
- How long does the County have to approve my vacation? **The MOU provides that requests will be granted at the time of request if possible. It would seem reasonable to make a second request if no response or status report is provided within a couple of weeks.**
- How much vacation can I take at a time? **That is dependent on business needs and impacts to co-workers**
- When can I "cash-in" vacation? **Limited to employees with more than 10 years of service, cash-in is administered as per County policy 306 "Cash for Accrued Vacation Leave".**
- If I separate from the County, do they have to pay me for all my accrued vacation? **Yes, the County must pay you for unused vacation at separation.**

Article 9.3 Sick Leave

- Can I use sick leave if I get sick while on vacation? **Yes, but you must notify immediately upon your return, it is recommended that you send an email while out if possible.**

Article 9.4 Wellness/Sick Leave Incentive

- Can I earn the incentive if the time I take off is for a family member? **No, all sick leave taken must be less than 12 hours in each six-month period to earn the additional day off.**