

12-14-54

OHIO TURNPIKE COMMISSION

Resolution No. 176 -1954 Amending Article VI,
Section 2, of the Commission's Code of Bylaws*revised*

WHEREAS the Commission deems it advisable to amend the code of bylaws, adopted by resolution No. 301-1953 and amended by resolutions Nos. 4-1954 and 153-1954, with respect to sick leaves;

NOW, THEREFORE, BE IT

RESOLVED that section 2 of article VI be, and the same hereby is, rescinded and the following section 2 is substituted therefor:

"Sec. 2. Sick Leaves. Leaves with full pay on account of sickness may be granted by the respective department heads to employees of the commission, subject to the following conditions:

"Sec. 2.1. Each full-time employee of the commission, whether he be salaried or hourly rated, shall be entitled to sick leave of five workdays, plus one and one-fourth workdays for each month of continuous service, but not in excess of 20 workdays in any calendar year.

"Each part-time employee shall be entitled to sick leave at the rate of one hour for each seventeen hours actually worked.

"Sec. 2.2. An employee may use sick leave, upon approval of the head of his department, for absence due to his own illness, injury, or exposure to contagious disease which might reasonably be expected to be communicated to other employees, and for absence due to illness or death in the employee's immediate family.

"Sec. 2.3. An employee shall not be deemed to be on sick leave on any day which is observed as a holiday pursuant to this code of bylaws, unless such employee would, under the terms of his contract of employment, have been required to work on said holiday in the regularly scheduled course of his employment, in which event he shall be deemed to be on sick leave on such day.

"Sec. 2.4. If any employee shall receive or be entitled to Ohio workmen's compensation with respect to any portion of any period of sick leave, his sick-leave pay shall be reduced by the amount of such compensation.

"Sec. 2.5. The pay for one workday, in the case of a salaried employee, shall be 4.61% of his monthly salary. In the case of an hourly rated full-time employee such pay shall be computed by multiplying by 8 the straight-time hourly rate paid the employee for the period immediately preceding such leave. In the case of part-time employees such sick-leave payment shall in no event exceed said employee's normal scheduled workday earnings.

"Sec. 2.6. In cases in which a salaried employee is absent on account of illness or for other reasons for less than one full workday, his department head may permit him to make up the lost time at a later date, without loss or adjustment of pay.

"Sec. 2.7. Each department head shall administer sick leaves within his department equitably, but with zealous regard for the fact that the commission grants such leaves only to ameliorate hardship, and not as a perquisite of employment to which an employee is entitled as of right, regardless of his ability to work. Each department head may require his employees to present evidence satisfactory to him of the existence of facts entitling them to sick leave, and may deny such leave for failure to present such evidence."