

# UNDERSTANDING THE USE OF KIN CARE

*Update: September 2019*

Employees covered under the NUHW collecting bargaining agreement earn PTO on a biweekly basis. They earn a combination of three allocations: sick time, vacation time, and 9 paid holidays. Each of these contributes toward the composite accrual rate based on full-time status. Employees with 0-4 years of service earn 7.5 hours of PTO per pay period, employees with 4-8 years earn 9.1 hours per pay period, and employees with more than 8 years earn 11.2 hours per pay period.

Kin Care is a law that enables employees to use some of their sick leave for the care of a family member. The use of Kin Care is determined by the California Family Rights Act. Employees who accrue sick time, which is the case with Keck employees, may apply up to 50% of their PTO toward Kin Care. Kin care is limited to a child, parent, spouse or domestic partner who is ill.

Here are some things you should note about using Kin Care:

- If you do not have available PTO hours and call in Kin Care, it will not be denied but will be deducted from your sick leave.
- In order to use Kin Care, you must have accrued double the amount of PTO you need.
- Per-diem employees working in the city of Los Angeles are front-loaded 72 hours annually of sick time. Per-diem employees may use 50% of 72 hours annually towards Kin Care purposes.
- Norris employees are eligible to use 50% of banked sick hours toward Kin Care.

NUHW member and shop steward Roy Yanez met with management on September 9 about a grievance filed for an a.m. employee disciplined for using Kin Care. After careful review of the law, it was determined that the employee should not have been disciplined because she had double the amount of PTO she requested available on the day she called in Kin Care. “Today was a huge victory for us union members,” said Roy Yanez. “We are excited and relieved that employees and management are finally on the same page in regards to reading and applying the law around Kin Care.”