

Section 2 - Catastrophic Leave

Catastrophic leave provides eligible employees with additional paid leave time to alleviate hardship caused from catastrophic illness or injury. No employee shall be eligible for catastrophic leave until they have exhausted all available paid leave (sick, vacation, and personal leave).

Catastrophic leave is not available to employees who are receiving workers compensation or other related compensable benefits including long-term disability insurance benefits. Catastrophic leave is reserved for situations involving the potential loss of compensation.

1. Catastrophic injury or illness is defined as a severe condition or combination of conditions affecting the mental or physical health of an individual. The catastrophic injury or illness must result in an employee's temporary or permanent incapacity to perform his/her essential job functions for a prolonged period of time and may require the continuing services of a physician, psychologist or psychiatrist. A catastrophic injury or illness is one that may lead to an employee qualifying for long term disability insurance benefits. Examples of catastrophic injury or illness include but are not limited to life-threatening illnesses such as cancer, heart disease, multiple sclerosis, stroke, muscular dystrophy, organ transplants, etc. Lesser illnesses are not applicable.
2. Maternity leave in connection with an uncomplicated pregnancy is not considered to be a catastrophic injury or illness. Where pregnancy or childbirth involves complications, each request for use of catastrophic leave will be decided on a case-by-case basis.
3. Prolonged period of time means a continuous period of time whereby a medical condition prevents the employee from performing the employee's duties. A prolonged period of time is interpreted to be a minimum of thirty working days.
4. Use of catastrophic leave hours shall be limited to the illness or injury of the employee only.
5. Catastrophic leave is paid leave which is transferred to an employee from the CLB. Catastrophic leave may be granted only in one hour increments.
6. While an employee is on catastrophic leave, they shall receive normal benefits such as the College's contribution to insurance and retirement.
7. Use of catastrophic leave is considered paid leave under the provisions of the Family and Medical Leave Act (FMLA) and any use is not included in the twelve (12) weeks of leave provided under this Act.
8. Catastrophic leave is not available prior to an employee's donation of vacation or personal leave to the CLB.

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