

CNTA CATASTROPHIC LEAVE BANK FAQ's (Article 13.17)

1. WHO CAN JOIN THE CATASTROPHIC LEAVE BANK? Article 13.17(b)(2)

Any unit member on active duty.

2. MUST UNIT MEMBER JOIN? Article 13.17(b)(1)

No, membership to the Catastrophic Leave Bank is entirely voluntary.

3. WHAT QUALIFIES AS A CATASTROPHIC ILLNESS OR INJURY? Article 13.17(c)(1)

Any illness or injury that is expected to incapacitate a unit member for a continuous extended period of time in excess of thirty (30) days.

4. IS AN INJURY COVERED BY WORKMAN'S COMPENSATION ELLIGIBLE? Article 13.17(c)(9)

No.

5. ARE THERE ANY EXCLUDED CONDITIONS THAT ARE NOT ELLIGIBLE? Article 13.17(D)(4)

Optional medical procedures, or non-emergency procedures that can be scheduled during breaks are not eligible, though complications arising from these procedures may become eligible. The following non-emergency procedures are excluded conditions: Elective surgery, bariatric/weight loss surgery, sprains/strains, pregnancy, tubal ligation/vasectomy, cosmetic surgery, knee and hip replacement, shoulder/rotator cuff tear surgery, carpal tunnel/hand/finger surgery, ankle/foot surgery, stress/depression related illness.

6. CAN I APPLY FOR THE 30 DAYS OF LEAVE AND NOT USE THEM CONSECUTIVELY? Article 13.17(b)(3)

No. The leave is only able to be allocated for instances where the member is in a catastrophic condition for a full consecutive 30 days or longer. The leave can not be broken up and used a few days at a time.

7. WHAT ABOUT PRIVACY? Article 13.17(c)(8) & 13.17(c)(11)

Only the Catastrophic Leave Bank Committee will be aware of requests unless there is an appeal. In that case, the Superintendent and the Association President will be involved and make the final decision. The Committee shall keep information about the nature of the illness confidential.

8. HOW MANY DAYS MUST I CONTRIBUTE TO JOIN? Article 13.17(b)(3)

There is an initial one-time contribution of two days.

9. WILL I EVER HAVE TO DONATE MORE DAYS? Article 13.17(b)(5)

If the number of days in the bank falls below 25% of the number of bank participants by April 30th of a particular year, then an additional day contribution will be required on July 1st from each member of the bank.

10. WHAT DO I NEED TO DO IF I NEED TO WITHDRAW DAYS? Article 13.17(c)(4)

In order to utilize leave from the bank, you will be required to submit a **CNTA Request for Withdrawal Form**, a **CNTA Medical Evaluation Form**, and an **official Doctor's note** indicating the nature of the injury or illness, the probable length of absence from work, and a statement that the illness/injury is catastrophic.

11. HOW MANY DAYS CAN I WITHDRAW? Article 13.17(c)(6)

Members of the bank have a lifetime maximum of 100 days that can be withdrawn. Participant's total withdrawal from the bank may not exceed the maximum number of differential days allowed under law.

Recipients will pay back one day per year until allotted days are repaid or they leave employment with the district.

12. CAN I LEAVE THE CATASTROPHIC LEAVE BANK AFTER I JOIN? Article 13.17(b)(7)

Members of the bank that wish to leave the bank can fill out a CNTA Catastrophic Leave Bank Cancellation Form. Members of the bank that fail to make the required contribution are automatically removed from the bank.