

KNOW YOUR RIGHTS!

Catastrophic Leave: Preparing for the Unexpected

SDEA members maintain and use a **Catastrophic Leave Bank (CLB)** to bank donated leave days for use by members suffering from a catastrophic illness or injury. Catastrophic illness or injury is defined to mean a severe, incapacitating illness or injury which is expected to continue for an extended period of time, preventing the unit member from working.

DONATE TO THE BANK TO JOIN THE BANK

The CLB works like union dues - members contribute to the bank in order to have access to the bank of extra leave when they need it. SDEA members join the CLB when they donate a sick day (or vacation day, for year-round ECE employees), and then have one sick day every three years automatically deducted from their bank of accrued sick leave.

EXTRA LEAVE IN CASE OF EMERGENCY

If a SDEA member suffers a catastrophic illness or injury, they have access to the CLB for up to 40 additional sick days on top of their regularly accrued days, if...

- They have already joined the CLB by donating at least one sick day, and must have donated one day during the last donation period, &
- They have been a member of the bank for at least 90 calendar days, &
- They have already exhausted all other fully paid leave available to them.

To access catastrophic leave, the employee must submit a form to HR (found on the District's CLB web page) along with a doctor's note, and the request must be approved by HR. Catastrophic leave is granted in 20-day periods. Once each

20-day period is over, the member may request another 20 days. Applications are processed in the order they are received.

THE FINE PRINT:

- Members can donate days and become members of the CLB at any time, but can only stop deductions during the District's health benefits open enrollment period (10.22.3.1.)
- Donations to the CLB are to be used by any eligible member, and cannot be designated for specific people.
- Members can appeal any denial of catastrophic leave to the Contract Administration Committee (CAC), a joint SDEA and District committee.
- Read more in Section 10.22.!

Important to Know: Because California educators aren't covered by State Disability Insurance (SDI), **disability insurance** is an important way to replace lost wages while on half-pay or unpaid leave. CTA has partnered with **The Standard** to offer disability insurance to SDEA members. New members can enroll with no health questions, with some additional opportunities during specific open enrollment periods. Already a dues-paying member? **Enroll in The Standard today!** Not a union member? **Join SDEA today and then enroll!**

SOURCES & RESOURCES:

- Section 10.22 of SDEA Contract
- Know Your Rights: [Sick Leave 101](#)
- [District CLB Information](#)