

Buffalo & Erie County Public Library
PERSONNEL POLICIES AND PROCEDURES MANUAL

SUBJECT: Leave Without Pay (LWOP) Due to Extended Illness

CHAPTER: VII

SECTION: 5

EFFECTIVE DATE: 1/81

REVISION DATE: 6/06, Modified for the B&ECPL effective 1/1/15

STATEMENT OF POLICY

A permanent employee who has exhausted all of his/her accrued sick leave credit, and is still incapacitated and unable to perform the duties of his/her position due to an extended sickness or injury, is eligible for a Leave Without Pay for a specific period not to exceed one (1) year, in accordance with Civil Service Law and the collective bargaining agreements.

Leave Without Pay may be granted to an employee who has already received extended sick leave with pay, but who is not yet able to return to work due to illness or injury.