

SICK PAY (Art. 11). Replace Art. 11.1(h) with the language below:

(h) Accrued sick-leave time may be applied toward absences from work for personal health reasons or dependent health reasons, including for medical appointments; however, sick leave for dependent health care may not exceed six (6) days per fiscal year. Once per fiscal year, **Employees may use up to one sick day as a personal day, if the day is scheduled two (2) weeks in advance; for avoidance of doubt, such personal/sick day is part of (not in addition to) the employee's sick time allotment, and if not converted it remains a sick day.**