



# VOLUNTARY AUTHORIZATION FOR LEAVE CONTRIBUTION FOR PARTICIPATION IN ASEA EMERGENCY LEAVE BANK APRIL 2020

COMPLETE AND RETURN TO ASEA/AFSCME Local 52, AFL-CIO

elb@afscmelocal52.org • (800) 478-2732

MAIL to: 2601 Denali Street, Anchorage, Alaska 99503 or

FAX to: Anchorage (907) 277-5206 • Fairbanks (907) 452-2307 • Juneau (907) 463-4950

I, \_\_\_\_\_ authorize my employer to deduct  
Name: First M.I. Last PLEASE PRINT CLEARLY  
(seven and one-half) 7:30 hours from my personal/annual leave account and  
contribute that leave to ASEA/AFSCME Local 52's Emergency Leave Bank.

Employee I.D. Number \_\_\_\_\_  
or SSN if EIN is unavailable Home/Daytime Phone Number \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

FOR OFFICE USE ONLY

Date Received \_\_\_\_\_

Entered by \_\_\_\_\_

Revised 4/01/2020 sd

## ASEA/AFSCME LOCAL 52 EMERGENCY LEAVE BANK OPERATIONAL PROCEDURES - APRIL 2020

1. The purpose of the Emergency Leave Bank is to provide paid leave for participants who have either personal or family health problems that require their extended absence from work.
2. For purposes of the ELB an emergency must, at a minimum, meet the general FMLA guidelines (29 CFR 825) for a serious health condition. Even though your situation qualifies for FMLA or AFLA, it may not meet the criteria for the Emergency Leave Bank. An emergency is a serious, unexpected situation that requires immediate attention. A situation that is either planned or anticipated is not an emergency.
3. Participants may use the Bank if they meet the requirements in number 2 above, and if their leave balance falls below 75 hours.
  - a. Participants who have exhausted their FMLA entitlement but who remain entitled under AFLA shall have priority.
  - b. Participants who are not eligible for FMLA or AFLA due to the threshold requirement, but who are otherwise eligible, are entitled to use the Bank.
4. Participation in the Emergency Leave Bank is voluntary.
5. Emergency Leave shall only be available to participants of the Bank.
6. Current employees may become participants in the Bank by notifying the Union in writing during this Emergency enrollment period (April 2020).
  - a. A participant will contribute up to 7:30 hours to the Bank through leave contribution during the first pay period of May or when available.
  - b. Contributions will be based on the leave year which begins January 1, 2020.
  - c. The 7:30 hours must be deducted before a member is eligible to use the bank.
7. Once a member becomes a participant they will continue to participate in the plan unless they notify the Union in writing during the annual enrollment period (November of each year).
8. The Emergency Leave Bank will be managed by the Union Executive Director or his designee.
9. Applications for use of the ELB shall be made on the "Application for Emergency Leave Bank Use" form (available on the ASEA website or in any Union office) to the Executive Director or designee.
10. If a participant does not use their approved Emergency Leave for the immediate emergency the leave will be returned to the Bank.
11. Contributions become the property of the Bank.
12. Article 26.13 of the 2019-2022 Contract is incorporated in its entirety as policy of the Union.
13. Members of the Bank may be eligible to use up to 37:30 hours per leave year.
14. If the balance of the bank (in days) falls to an amount equal to ½ the number of participants the goal will become that of preserving the health benefits of those who use the Bank.