

# Update on Childcare Vacation Donation

**Doug Berry**





# Ideas Brought to UEC Quality of Life Subcommittee

- 1) Add the ability to donate family leave between employees
  - Similar to vacation day policy
- 2) Enable employees to use all sick leave to care for sick family members
  - Remove 72 hour limit
- 3) Use vacation days that are being removed due to policy change as a shared pooled resource



# Issues

- 1) & 2) Possible that employees use all their sick leave on family members and then they themselves experience a non-trivial health issue
- 3) The vacation budget and sick leave budgets are not simply two separate charge codes that can easily exchange money



# Next Steps

- Communicate with sick leave Policy holder:
  - That the proposed changes do not:
    - Violate state (and federal) mandated sick leave requirements
    - Violate the FRA contract with the DOE
- Modify sick leave policy recommendation to meet compliance requirements
- Survey Fermilab employees on policy changes and see which are supported