**Proposed change to the employee handbook**

*Current Language:(page 22, second paragraph “Paid Sick Leave”)*

Full-time employees are permitted to accumulate up to 165 days (1155 hours) of sick leave; part-time regular employees are permitted to accumulate the prorated equivalent of 165 days. Hourly and salaried employees may carry over their unused sick days into the following year or can be paid one day of regular pay for every 3 full days of unused sick leave earned during the period of the prior year December 1 to the current year November 30. Only one option may be chosen each year.

*Proposed Changes:(page 22, second paragraph “Paid Sick Leave”)*

In accordance with the New York Paid Sick Leave Law employees are permitted to accumulate paid sick leave without limitation. Hourly and salaried employees may be paid 7 hours of regular pay for every 21 hours of unused sick leave earned during the period of the prior year December 1 to the current year November 30. While there are no limits on the accumulation of paid sick leave, the New York State and Local Retirement System (NYSLRS) applies limitations based on retiree tier to the amount of paid sick leave that can be applied to retirement benefits. NYSLRS maintains the maximum allowable sick days that may be applied to retirement benefits on their website: <https://www.osc.ny.gov/retirement/>. The limits applied by NYSLRS to retirement benefits will also apply to all retirement benefits provided by WLS.