

Athena Ordinances

This ordinance was repealed(?) on _____.

ORDINANCE NO. 160

AN ORDINANCE ESTABLISHING SICK LEAVE BENEFITS FOR EMPLOYEES OF THE CITY OF ATHENA; PROVIDING PROCEDURES FOR THE ACCUMULATION OF SAID BENEFITS AND FOR THE ADMINISTRATION THEREOF; AND PROVIDING FOR RETROACTIVE BENEFITS IN CERTAIN CASES.

The City of Athena, Oregon ordains as follows:

Section 1. All regular employees of the city of Athena shall be entitled to not to exceed 12 days paid leave per annum, said leave to be computed as follows:

- (A) During the first six months of employment, no sick leave shall be granted.
- (B) Commencing with the completion of the sixth month of employment, the employee shall be entitled to accumulate sick leave at the rate of one day per month for each month of service, said leave to be credited upon completion of the month.
- (C) Upon successful completion of one year's service with the city, the employee shall receive credit for the six-month probationary period at the rate of one day per month, being a total of six additional days.

Section 2. In cases involving on-the-job accidents or other matters wherein a portion of the employee's wages are paid by the city's insurance policies, the employee shall be entitled to receive as payment from the city in an amount equal only to that portion of the said employee's daily wage which is not paid by the insurance carrier.

Section 3. All sick leave taken shall be for bona fide health reasons, and shall be subject to the written approval of the employee's department supervisor; or if there be no named supervisor, then with the written approval of the councilman charged with the administration of said department. All such approvals shall be filed with the city recorder.

Section 4. Unused sick leave benefits may accrue to the account of the employee without limitation; provided, however, that such accrued benefits may be used for bona fide sickness or injury only, and shall not be usable for vacation purposes or be recompensable in cash upon termination of the employee's employment, or at any other time. In case as to any dispute as to whether or not the sickness or injury for which sick leave is sought is a bona fide sickness or injury, the written opinion of a physician selected by the city and licensed to practice in Oregon or Washington shall be binding upon the parties.

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Section 5. Each department supervisor or person acting in lieu thereof shall be responsible for furnishing the city recorder with a statement showing the dates and reasons for use of sick leave by any employee in the department under his supervision. Said report to be filed within five days following the employee's return to work.

Section 6. Part-time or temporary employees of the city shall not be entitled to sick leave benefits as herein provided.

Section 7. All present regular employees of the city of Athena shall be entitled to retroactive sick leave accumulations from the date of commencement of their respective employments.

Passed by the council and approved by the mayor August 13, 1973.

Passed by the council and approved by the mayor November 15, 2007.