

Return Form to Payroll Department:

Email: payroll@picsmn.org

Fax: 651-967-5061

Mail: 1605 Eustis Street, St. Paul, MN 55108



Time Off Request Form

Worker Name (Your Name): _____

Participant Name: _____ Representative Name: _____

**Eligible requests are processed for the scheduled payday.*

■ Paid Time Off (PTO)

PTO General Guidelines:

- Uses: PTO can be used for Vacation time; or when the Participant is hospitalized.
- Eligibility: Worker must provide direct support to Participant receiving services through CDCS or CSG; have completed at least 600 hours of work OR been employed for 6 months.
- PTO hours do not count toward overtime.

Hours Requested: _____ (15 minutes = 0.25)

■ Sick and Safe Time (SICK)

IMPORTANT NOTE: Due to pending legal actions against these city ordinances and legal opinion held by PICS on Worker classification, all SICK requests will be reviewed by PICS Human Resources to determine eligibility.

SICK General Guidelines:

- **Cannot** be used for vacation time. For a detailed list of approved use criteria, please refer to the back page.
- Worker must provide direct support to a Participant that resides in Minneapolis or St. Paul.

Hours Requested: _____ (15 minutes = 0.25)

Requested for the following date(s) and time: _____

**Regular hours worked and SICK Time must not overlap.*

Worker Signature

Date

Representative Signature (Not Required for SICK)

Date

Office Use Only

PTO	GP ID	Number of Hours	Hourly Rate	Waiver Type	Approval
					/
SICK	Participant City	GP ID	MPLS: 6 or more EEs?	St. Paul FEA:	80 hrs of work done?
	MPLS St. Paul		YES: paid NO: unpaid	Paid (Eff Jan. 1, 2018)	YES NO

More Information Regarding PTO

Uses	For Worker's vacation time or for personal time off.
Eligibility	<ul style="list-style-type: none"> Worker must provide direct support to Participant receiving services through funding source CDCS or CSG. Worker must work at least 600 hours from 7/1/2015.
Accrual Rate	<ul style="list-style-type: none"> Worker will accrue 1 hour of PTO for every 43 hours worked. The total number of available hours is listed on the Worker's paystub. To receive a copy of paystub, please contact the PICS Payroll Department.
Plan Year	July 1 – June 30
Max Accrual	Maximum yearly accrual is not limited in plan year.
Max Carryover	Maximum carry over is 80 hours at end of plan year. Hours in excess of 80 hours will be lost if not used.
Requesting Time	Complete <i>Time Off Request Form</i> and submit to PICS Payroll Department.
Cash Out	Cash out upon separation if eligible.

More Information Regarding SICK

Uses	<ul style="list-style-type: none"> For Worker's own illness, injury, or health condition or to obtain medical diagnosis, treatment, or preventative care for such condition(s); Care for family member with an illness, injury, or health condition; or who needs medical diagnosis, treatment, or preventative care for such condition(s); For an absence due to domestic violence, sexual assault, stalking, or to obtain medical treatment or other services related thereto; Closure of Worker's place of business by a public official; Accommodate Worker's need to care for family member's school or place of care that has been closed by order of a public official; or Accommodate Worker's need to care for family member whose school or place of care has been closed due to inclement weather or other unexpected closure.
Eligibility	Workers must work 80 hours per year within one of the two cities.
Accrual Rate	<ul style="list-style-type: none"> Workers accrue 1 hour of SICK for every 30 hours worked. Workers only accrue SICK time for hours actually worked; Workers do not accrue Sick/Safe Time while on vacation, leave, or while using SICK time or for any other non-working time.
Plan Year	January 1 - December 31
Max Accrual	48 hours in a plan year.
Max Carryover	<ul style="list-style-type: none"> Maximum carry over is 80 hours. Once Worker reaches 80 hours of SICK (via carry-over or accrual), they will no longer accrue additional hours (even if yearly cap is not triggered) until Worker uses some of the hours that they have "in the bank."
Accrual Start Date	<ul style="list-style-type: none"> Workers accrue SICK hours upon hire, but cannot use it until 90 days of employment. Current Workers may use accrued time immediately as they earn it.
Requesting Time	<ul style="list-style-type: none"> Complete <i>Time Off Request Form</i> and submit to PICS Payroll Department. For foreseeable leave, Workers must request SICK time at least seven days in advance.
Cash Out	There is no cash out of SICK time upon termination.