COUNTY LOCAL LAWS

(1) When it is established that an employee is incapacitated for the performance of his duties because of [sickness or injury] PHYSICAL OR MENTAL IMPAIRMENT.

(2) When a member of the immediate family of the employee is [afflicted with a contagious disease] INCAPACITATED BY PHYSICAL OR MENTAL IMPAIRMENT and requires the care and attendance of the employee, or when, through exposure to a contagious disease, the presence of the employee at his post of duty would jeopardize his fellow employees.

(3) For medical, dental, or optical examination or treatment. Such requests must be made prior to the beginning of the absence and supported by evidence of the appointment. Whenever possible, such examinations or treatments should be scheduled on non-work days.

(e) When an employee becomes [ill, is injured] DISABLED or quarantined while on annual leave, the period of such illness, injury or quarantine may be charged to [sick] DISABILITY leave if the employee submits a written certification from his physician or other recognized practitioner confirming his [illness, injury] DISABILITY or quarantine and the the length of such confinement.

(f) (1) Normally the employee's personal certification will be sufficient to support a charge to [sick] DISABILITY leave for absence of three working days or less. Absence resulting in a charge to [sick] DISABILITY leave in excess of three working days (WHETHER PAID OR UNPAID) [upon request] will be supported by a medical certificate attesting to the incapacity of the employee.

(2) UPON RECOVERY FROM THE DISABILITY, THE EMPLOYEE SHALL SUBMIT A STATEMENT FROM HIS ATTENDING PHYSICIAN ATTESTING TO HIS ABILITY TO RESUME THE DUTIES OF HIS POSITION. THE PERSONNEL OFFICER MAY REQUIRE THE EMPLOYEE TO UNDERGO A PHYSICAL EXAMINATION BY THE COUNTY'S PHYSICIAN TO DETERMINE HIS CAPABILITY OF RESUMING THE DUTIES OF HIS POSITION.

(g) When in individual cases there is reason to believe that the [sick] DISABILITY leave privilege has been abused, a medical certificate may be requested to justify any period of absence. In such cases, the