

Sick, Vacation, Personal, Parental Leave

Vacation and Personal Leave – **NONE**

Earned Sick Time

All employees working in the Commonwealth are entitled by law to earn and use up to 40 hours of paid sick leave in a calendar year. In your current capacity with Bristol Community College, you qualify as an employee under this law. Accordingly, you will accrue one hour of paid sick leave for every 30 hours worked, up to a maximum of 40 hours of earned sick leave in a year. Once you accrue 40 hours of earned sick time, you will no longer continue to accrue sick time for the remainder of the year.

Employees who have been employed for at least 90 days as of July 1, 2015, may use earned sick time as soon as it has accrued. If you have been employed less than 90 days, sick leave will start accruing July 1, however, earned sick time cannot be used until the 90th calendar day following commencement of your employment.

[Click here for additional information on Earned Sick Time](#)