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2 Article \_\_\_\_: Donations for Hardship Leave

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4 This Article establishes a process through which OT-AAUP members may irrevocably  
5 donate accrued leave time for use by another OT-AAUP member who has exhausted  
6 their leave and complied with the hardship donation request process. Hardship leave  
7 donations will be administered as described herein and shall be strictly enforced with no  
8 exceptions.

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10 Section 1. Hardship Leave is intended to support OT-AAUP members who have  
11 exhausted all forms of accumulated leave. Applications for hardship leave is limited to  
12 situations where the member or one (or more) qualifying family members is experiencing  
13 temporary serious medical condition(s). For purposes of this Article, a qualifying family  
14 member is anyone considered an immediate family member under the Family Medical  
15 Leave Act (FMLA) or the Oregon Family Leave Act (OFLA).

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17 Section 2. Applications for hardship leave shall be submitted to Oregon Tech's Office of  
18 Human Resources (OHR) and accompanied by the treating medical provider written  
19 statement certifying that the specific illness or injury will continue for at least fifteen (15)  
20 consecutive calendar days for the specific illness or injury, following the member's

\*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

- 42 Section 6.If a hardship donation recipient retires, resigns, dies, or otherwise fails to exhaust donated leave for the purpose for which it was donated, the unusc