



1901 North Stone Avenue
Tucson, AZ 85705
(520) 623-5843

Jay Slauter, Executive Director

Alternative Education Centers:

North Campus
ACE Charter High School
1929 North Stone Avenue
Tucson, AZ 85705
(520) 628-8316

South Campus
YouthWorks Charter High School
1915 East 36th Street
Tucson, AZ 85713
(520) 495-4113

June 30, 2017

TO: All Tucson Youth Development Employees:

On July 1, 2017 the paid sick leave provisions of the Fair Wages and Healthy Families Act go into effect. Some revisions to the Tucson Youth Development paid leave policies will need to be made to integrate existing policies and practices with the requirements of the new laws. Until these policies changes have been made and revised policies adopted and distributed to employees, temporary measures will be implemented to ensure compliance with the new paid sick leave laws. The purpose of this memorandum is to describe in general terms how Tucson Youth Development will operate until the policy revisions are finalized and adopted.

On a temporary basis, beginning July 1, 2017, and continuing until Tucson Youth Development policies are revised, adopted and distributed to employees, all employees will accrue paid sick leave at the rate of 1 hour of paid sick leave for each 30 hours of work, or at their current sick-leave accrual rate, whichever is greater. Except for new employees, accrued paid sick leave may be used immediately for any purpose set out in the new laws. All new employees have a 60-day waiting period until earned paid sick leave can be used.

In addition to covering leave that is needed to address an illness or injury suffered by an employee or a family member of the employee, the new laws allow paid sick leave to be used in situations involving domestic violence, sexual violence, abuse, and stalking. Also, the definition of who can qualify as a "family member" is more expansive than set out in existing policies.

If an employee has any question about (1) whether a particular absence would be one that is covered under the new laws, or (2) whether a particular person fits within the definition of a family member, please consult with Tucson Youth Development's Human Resources Office, Danyra Rubio. Ms. Rubio can respond to any inquiries you may have and has a copy of the Fair Wages and Healthy Families Act that you can review should you desire to do so.

Thank you.

Jay Slauter
Executive Director
Tucson Youth Development