




Better Health for All

Hospital Administration
751 South Bascom Avenue
San Jose, California 95128

Date: June 5, 2015

To: Employees of Santa Clara Valley Medical Center

From: Paul E. Lorenz, CEO 
Santa Clara Valley Medical Center

Subject: Notice to Employees of a Requirement to Provide a Doctor's Note to Substantiate Illness

Some employees have reported that they are being encouraged by people who claim to represent SEIU to engage in unscheduled absences next week as a form of protest. The County has contacted SEIU regarding this "sick out" and SEIU staff and elected leadership informed the County that the rumored 'sick outs' are not SEIU authorized nor SEIU endorsed events. In fact, the SEIU Chapter Chair stated clearly that such a sick out "would be illegal."

The County has subsequently notified SEIU that the County will take appropriate action with any employees who violate County attendance or call in policies or who attempt to fraudulently use sick leave. This will include being docked in pay and could lead to disciplinary actions.

Effective June 6, 2015 and continuing until further notice, for those employees in SEIU represented bargaining units and where rumors of sickout or unusually high absenteeism occurs, the County now has a reasonable belief that there is planned misuse of sick leave. Therefore, pursuant to section 12.2 effective immediately, those employees are hereby notified that a doctor's note will be required for all sick leave usage that was not previously scheduled or authorized. Failure to provide a doctor's note upon return to work will result in the sick leave being denied, and the employee being placed in a non-paid status (docked) for the absence.