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| **ORGANIZATION NAME:** | **SICK TIME DONATION (Y/N)** | **POLICY DETAILS:** |
| **Jewish Community Services**5750 Park Heights Avenue | Baltimore, MD 21215   **Heather Garrett****Chief Administrative Officer**Jewish Community Services5750 Park Heights Avenue | Baltimore, MD 21215    410-843-7416hgarrett@jcsbaltimore.org | jcsbalt.org  | NO | N/A |
| **JVS (Jewish Vocational Services) Center for Economic Opportunity**75 Federal Street3rd FloorBoston, MA 02110Keila BarrosPronouns: She/Her/HersVice President of People & Culture, JVSp: 617-399-3121 f: 617-451-9973 a: 75 Federal Street, Boston, MA 02110e: KBarros@jvs-boston.org  | NO | N/A |
| **Jewish Family Service of Colorado**3201 S. Tamarac Drive | Denver, CO 80231**Jean M. Marshall, SPHR, CCP**Director, Human ResourcesJewish Family Service of Colorado3201 S. Tamarac Drive | Denver, CO 80231P: 720.248.4619 | F: 720-248-4606jmarshall@jewishfamilyservice.org | YES | We have a program called Compassionate Leave which allows employees to donate time to other employees.The employee requests assistance due to an unforeseen health situation (employee’s own or an immediate family members’ catastrophic illness or injury) and have no accrued Leave time available.  Staff are then notified and are asked if any donors.  For staff to donate time, they have to have more than two weeks’ leave accrued as we focus on employees taking time off for themselves.   |
| **Jewish Family and Children’s Service of Minneapolis**5905 Golden Valley Road, Golden Valley, MN 55422**Diana MacLennan**Human Resource Manager952-542-4858| Dmaclennan@jfcsmpls.org | NO | N/A |
| **JFCS of the Suncoast**2688 Fruitville Rd, Sarasota, FL 34237**Deborah Croce**Chief People & Culture OfficerPhone: 941-366-2224 ext. 127Fax : 941-366-2982dcroce@jfcs-cares.org**Gulf Coast Jewish Family and Community Services**14041 Icot Blvd. Clearwater, FL 33760**Gabriella Conicelli**Compliance SpecialistGulf Coast Jewish Family and Community Services14041 Icot Blvd. Clearwater, Fl. 33760Main: 727-479-1800Direct: 727-479-1854Cell: 727-248-5435Fax: 727-507-6313Gabriella.Conicelli@gcjfcs.org | NoYES | N/AYes, we do have a pool that staff are encouraged to donate PTO to assist coworkers who are out on leave due to a medical reason (other reasons may apply as well) and do not have any PTO to cover their time off.Staff are able to donate any amount of time off they choose, and it goes into a pool that our Finance team keeps track of. If a staff member is out on leave and has run out of PTO, they can fill out an application with their reason for their request, and the number of hours they are requesting. We have a committee that then reviews the request, and decides based upon the reason, the need compared to any other requests that have been submitted, and the number of hours available at the time of the request.  |
| **JEWISH FAMILY SERVICES OF KANSAS CITY**5801 W. 115TH ST., SUITE 103 | OVERLAND PARK, KS 66211**Celeste Aronoff**Chief People & Process Officercaronoff@jfskc.org913-327-8246 | direct913-327-8250 | main[www.jfskc.org](http://www.jfskc.org/)  | NO | N/A |
| **Jewish Family Service of Metropolitan Detroit**6555 W. Maple Rd.West Bloomfield, MI  48322**Jeff Lev**Chief Operating Officer Jewish Family Service of Metropolitan Detroit6555 W. Maple Rd.West Bloomfield, MI  48322248.592.2329 - office 248.345.5885 - mobilejlev@jfsdetroit.org | YES | We do have individual and group sick banks.  Half of the ETO that employees surrender to the max at year end get rolled into their own personal sick banks.  We also ask on an annual basis for donations to the group sick bank, which employees can access when their personal sick banks are exhausted.  We value all the sick bank hours using the individual employee wage rates. |
| **CUMMINGS CENTRE MAIN CAMPUS**5700 Westbury Ave.,Montreal, Quebec H3W 3E8**Kim Morand Zafrani, CRHA/CHRP**Directrice, Ressources humainesDirector, Human Resources5700, Av., Westbury, Montréal, QC H3W 3E8514.345.6496 [kim.morand-zafrani@cummingscentre.org](file:///C%3A%5CUsers%5Cdcroce%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CCXD3TKFW%5Ckim.morand-zafrani%40cummingscentre.org) | NO | N/A |