



What are the advantages of being a member of the TABCO Sick Leave Bank AND a member of TABCO?

- ❖ **When the sick leave bank committee requires a second opinion, TABCO pays the cost for TABCO members. Nonmembers are responsible for the cost – upwards of \$500.00**
- ❖ **Sick leave bank members may have a worker's compensation claim related to their use of available sick leave bank days. TABCO members are provided an attorney at no cost. Nonmembers must get their own attorney and assume any costs.**
- ❖ **BCPS holds a conference with employees to transition them back to work or to place conditions on their return to work. TABCO members have representation available at these meetings, nonmembers do not.**
- ❖ **Some sick leave bank members require workplace accommodations when they return to work. TABCO members have representation available to help them at every stage of the process. Including working with BCPS officials, school administration or physicians. Nonmembers do not receive these services.**
- ❖ **TABCO members pay dues to maintain this important benefit for employees. TABCO supplies office space to the committee to process claims and has two full-time employees to work with bank members, physicians and BCPS personnel.**
- ❖ **TABCO negotiated the agreement to operate a sick leave bank in Baltimore County and continues to protect the contractual rights of the bank.**