One of management's favorite charges in attendance cases is that there is a “pattern” of abuse of sick leave, because the record shows the employee uses sick leave in conjunction with a non-scheduled day. Often times, such a pattern can't be avoided unless you use no sick leave at all.

Let’s see the mathematical possibilities and what the employee percentages would be when the employee is on a rotating scheduled day off during a 6- week period.



**Week 1** - Only 3 days the carrier can call in “not in conjunction with”.   
**Week 2** - Only 2 days.   
**Week 3** - Only 1 day.   
**Week 4** - Only 1 day.   
**Week 5** - Only 2 days.   
**Week 6** - Only 4 days.

There are 36 possible work days for ODLs. Theoretically, there are only 30 days for no list and WA carriers.   
Using the possible work days the following percentages apply:   
36 days with only 13 days a carrier CAN call in “not in conjunction with” is **36.1%.**

This means that there are 23 days out of 36 that carriers cannot call in sick without fear of being sick and setting a pattern. This is **63.88%** that any sick call would be in conjunction with an N/S day.

Using the 30 days (13 days of “not in conjunction with”) a no list or WA carrier should only be working; the percentage of days they **CAN** bang in is **43.33%**.

There are 23 days out of 30 that carriers cannot call in sick w/conjunction with their day off. This is **76.66%** that any sick call will be in conjunction with an N/S day.

If the carrier bangs in for 2 days, then the percentages escalate.

With 36 possible days there are 4 days a carrier can bang in during the 6 week period.   
This means there is an 11.11% chance you CAN call in and not be in conjunction with your N/S days.   
This equates to an **88.88%** chance that any 2 day sick call will be in conjunction with an N/S day.   
Using the 30 possible days, and 4 days a carrier can call in, for a Non-ODL or WA carrier, the days they bang in “not in conjunction with” is 13.33%.  
This equates to an **86.66%** chance any sick call would be used as a “pattern” by Management.

It is plain that when management claims an employee abused their sick leave by setting a pattern of sick days in conjunction with non-scheduled days, we should be pointing out that the odds are such that it is more difficult than not to do otherwise.