

- authorized individual is made according to department expectations.
- (3) For an absence of three (3) days or longer due to illness or sick leave, a physician release may be required before returning to work.
 - (4) Excessive or Patterned Absenteeism: It is unacceptable to have excessive or patterned absenteeism. Absenteeism may be considered excessive if it results in a significant disruption to the work environment. Patterned absenteeism includes, but is not limited to, repeated absences on a weekend or overtime day; repeated absences before or after

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