

SAC Fringe Benefits

The Staff Advisory Council passed the following resolution at the August 7, 2009 business meeting to be forwarded to the University Administration.

Resolution regarding All-Purpose Sick Leave

We the members of the Staff Advisory Council support the implementation of a program to allow staff to use all available sick leave for any approved purpose—i.e., care for loved ones, bereavement, personal illness.

The eight days per year currently allotted to cover bereavement and caring for a sick family member is inadequate. It is not uncommon for a full-time employee to be responsible for providing care to multiple generations of family members. This policy change will recognize the tremendous responsibilities placed on staff members, and enable them to truthfully account for their time.

The use of a sick time allotment of 5 days or more would be subject to the existing policies related to FMLA leave. Should the employee need more leave than he/she has available in sick time, vacation time must be utilized before unpaid leave starts.

The removal of the 8-day maximum for family medical care or bereavement will allow employees to fulfill their obligations to their families while still preserving vacation time.