

# The University Senate of Michigan Technological University

## Proposal 12-11 (Voting Units: Academic)

### “Modification to Sick Leave Policy in Faculty Handbook”

#### Background/Rationale:

The purpose of this proposal is to bring consistency into the definitions for immediate family members and to remove the restriction on the number of sick days allowed to be used. In the fringe benefits section of the Faculty Handbook under section 6.2.3.3. Sick leave-Availability of Sick Leave, there is a restriction on the number of sick days allowed to be used within a twelve month period. This is in conflict with the Family and Medical Leave Act (FMLA). Even though FMLA is technically an unpaid leave, Michigan Tech’s policy requires the use of sick leave (unless to care for a newborn), which results in a conflict with the handbook limiting sick leave to 20 days. Section 6.2 Leaves/Absences already contains a section about FMLA.

#### Proposal:

To amend Section 6.2.3.3 Sick Leave, section D of the Faculty Handbook to:

1. Remove the wording at the end, “provided that such absences shall be limited to twenty days in any twelve month period of continuous employment.”
2. Add the following to the definition of the immediate family: grandparents and grandchildren, legal guardianship, other dependents or significant other (an individual with whom an employee has a continuing personal living arrangement that has existed over an extended period of time).

#### Existing statement:

Absences required by the illness, injury, disability, or death of members of the immediate family who, in this instance, shall include the following: spouse, children, parents or foster parents, parents-in-law, brothers, sisters, or other direct dependents provided that such absences shall be limited to twenty days in any twelve month period of continuous employment.

#### Proposed statement:

Absences required by the illness, injury, disability, or death of members of the immediate family who, in this instance, shall include the following: spouse, children, parents, foster parents, parents-in-law, siblings, grandparents and grandchildren, legal guardianship, other dependents or significant other (an individual with whom an employee has a continuing personal living arrangement that has existed over an extended period of time).

**Introduced to Senate: 19 January 2011**

**Adopted by Senate: 02 February 2011**

**Approved by Administration: 09 February 2011**