

# Disability Policy

October 20, 2005

## University

Illness – 30 working days (6 weeks) - full pay

- next 45 working days (9 weeks) – 50% pay

- after 75 working days (15 weeks) – unpaid time off

Maternity – 30 working days (6 weeks) - full pay

- 45 working days (9 weeks) – 50% pay

\* Family Illness/care giving – Paid Family Leave Policy

- 15 consecutive weeks full pay (after 2 years full time continuous service)

o May be used twice every 5 years

o If further time is needed –FMLA application will be processed - 12 consecutive weeks unpaid leave (following 15 paid weeks)

{\* Birth or Adoption by Academic appointee or appointee's spouse or domestic partner}

Funeral Leave – 3 working days

Vacation time - 22 days/yr.

## UFP

Illness – 30 working days (6 weeks) – full pay:

• Next 45 working days (9 weeks) – 50% pay

• Day 76 (15 weeks) and beyond – Unpaid time off

Maternity – 30 working days (6 weeks) - full pay

- 45 working days (9 weeks) – 50% pay

\* Family Illness/care giving – Paid Family Leave Policy

- 15 consecutive weeks full pay (after 2 years full time continuous service)

o May be used twice every 5 years

o If further time is needed –FMLA application will be processed - 12 consecutive weeks unpaid leave (following 15 paid weeks)

{\* Birth or Adoption by Academic appointee or appointee's spouse or domestic partner}

Funeral Leave – 3 working days

- Make-up of RVU time will not be allowed.

- All faculty should:

- have enough cash in reserve to carry them thru the first 90 days.

- consider having a personal disability policy that begins at 90 days.