Chapter UWS 19

SICK LEAVE

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UWS 19.01 Definition. Sick leave refers to absences of faculty, academic staff and limited appointees of the university of Wisconsin system due to personal illness, injury, disability or pregnancy as well as attendance on a member of the immediate family of the employe whose condition or death requires the employe's direct care, if such absences are being charged against the employe's accumulated sick leave credits.

History: Cr. Register, February, 1976, No. 242, eff. 3-1-76.

UWS 19.02 Persons who earn sick leave. (1) ELIGIBILITY. All faculty, academic staff, and limited appointees as defined in section UWS 15.01 (2), Wis. Adm. Code, shall earn sick leave.

(2) ACCRUAL OF SICK LEAVE. (a) As of the effective date of this chapter, each employe's account shall reflect the accrued balance of unused sick leave earned under the board of regents' sick leave policy adopted on June 8, 1973.

(b) Employes whose initial appointments are for 9 months or more shall be credited with 22 working days of sick leave which they may draw upon as required consistent with UWS 19.01.

(c) After 18 months of service, each employe shall earn additional nonlapsing sick leave at the rate of 1 day per month for persons holding annual basis appointments and at the rate of 6 days per semester or 4 days per quarter for persons who hold academic year basis appointments, with a maximum annual accumulation limited to not more than 12 days.

(d) Unused sick leave shall accumulate from year to year in the employe's sick leave account pursuant to section 36.30 (1), Wis. Stats.

(e) An employe utilizing paid sick leave shall continue to accumulate sick leave credits during the period of the sick leave absence.

(f) An employe does not accumulate sick leave credits while on an unpaid leave of absence including while receiving state income continuation insurance payments.

(g) Part-time employes have an initial entitlement, earn and are charged sick leave in the same proportion as their appointment bears to a full-time appointment.

History: Cr. Register, February, 1976, No. 242, eff. 3-1-76.

UWS 19.03 Cancellation and reinstatement. If the employe leaves employment with the university of Wisconsin system other than through retirement or death, unused sick leave will be

terminated but will be reinstated if the employe is reappointed to any position within the system within 3 years.

History: Cr. Register, February, 1976, No. 242, eff. 3-1-76.

UWS 19.04 Income continuation insurance. When an employe becomes eligible to receive compensation under income continuation insurance, sick leave benefits are no longer applicable to that illness.

History: Cr. Register, February, 1976, No. 242, eff. 3-1-76.

UWS 19.05 Recording and use of sick leave. Each department or equivalent unit shall maintain records of each employe's sick leave entitlement and use.

History: Cr. Register, February, 1976, No. 242, eff. 3-1-76.