

Filed January 13, 1976
9:08 am. C. P. P. P.

UWS 19

CERTIFICATE


STATE OF WISCONSIN)
BOARD OF REGENTS OF)
THE UNIVERSITY OF) SS
WISCONSIN SYSTEM)

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

I, J. S. Holt, Secretary of the Board of Regents of the University of Wisconsin System and custodian of the official records of said board, do hereby certify that the annexed rules and regulations, relating to sick leave for faculty, academic staff and limited appointees of the University of Wisconsin System, were duly approved and adopted by this board on January 9, 1976.

I further certify that said copy has been compared by me with the original on file in this board office and that the same is a true copy thereof, and of the whole original.

IN TESTIMONY WHEREOF, I have hereunto set my hand and the official seal of the board in the City of Madison this 12th day of January, 1976.



J. S. Holt, Secretary

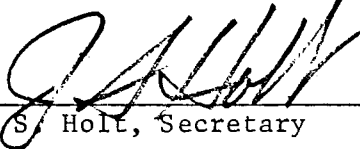
ORDER OF THE BOARD OF REGENTS OF THE UNIVERSITY
OF WISCONSIN SYSTEM ADOPTING RULES

Pursuant to authority vested in the Board of Regents of the University of Wisconsin System by section 36.30(1), Wis. Stats., the Board of Regents hereby adopts the attached rules, relating to sick leave for faculty, academic staff and limited appointees, as Chapter UWS 19, Wisconsin Administrative Code.

Dated: January 9, 1976

BOARD OF REGENTS OF THE
UNIVERSITY OF WISCONSIN SYSTEM

By



J. S. Holt, Secretary

Chapter UWS 19

Sick Leave

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.

UWS 19.02(1) Persons Who Earn Sick Leave. All faculty, academic staff, and limited appointees as defined in sec. UWS 15.01(2), Wisconsin Administrative 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 nine 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 non-lapsing 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.

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 three years.

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.

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.