

Resolution on Universal Sick and Bereavement Leave Policies
 Presented by the Benefits & Professional Development Committee, xxx xx, 2014

Whereas, 100% of the Top 25 universities provide more universal sick leave policies than does UT, and 92% provide more universal bereavement leave policies; and

Whereas, 100% of UT’s current peer group institutions and 100% of TBR institutions provide more universal sick and bereavement leave policies than does UT; and

Whereas, The University of Tennessee’s non-discrimination policy includes marital status and sexual orientation; and

Whereas, the VolVision states that UT values a culture that appreciates and respects faculty, staff, and students and that acknowledges their interdependence and the vital role of every member of the Volunteer family; and

Whereas, the VolVision states that UT strives to attract and retain stellar, diverse faculty and staff who will proudly represent our campus, execute our mission, embrace our vision, exemplify our values, and collaborate to realize our strategic priorities,

Whereas, research and statistics show that today’s family structures are not limited to a nuclear family,

Whereas, sick and bereavement leaves are important benefits that allow employees to care for their families during illness and death,

Whereas, sick and bereavement leaves protect employees against loss of income due to illness or death of family members,

Resolved, that the Faculty Senate recommends universal sick and bereavement leave policies that reflect employees’ families as listed below.

Resolved, that this recommendation be forwarded to the Benefits Advisory Group with the request that a response be made to the Faculty Senate by May 2014.

Spouse	Parent	Child	Brother/Sister	Grand/Great	Additionally
Husband Wife	Biological Adoptive/Step Loco Parentis In-Law	Biological Adoptive/Step Legal/Foster Ward/Loco Parentis/ In-Law	Biological Adoptive/Step Half In-Law	Parent Child Step In-Law	Any person living in the employee’s household