

Resolution on Universal Sick and Bereavement Leave Policies
Presented by the Benefits & Professional Development Committee
to the Faculty Senate of the University of Tennessee, February 3, 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, 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, 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 and other appropriate approving bodies with the request that a response be made to the Faculty Senate by May 2014.

Proposed Sick Leave Policy

To protect regular staff and 12-month faculty against loss of earnings due to personal or family (spouse/partner, parent

(biological, adoptive, step, foster, loco parentis, in-law), **child** (biological, adoptive, step, legal, foster, ward, loco parentis, in-law) or family living in the employee's household) illness, injury, and/or incapacity to work due to childbirth or adoption.

Currently covered by Sick Leave Policy

Proposed Bereavement Leave Policy

Any employee whose **spouse/partner**, **parent** (biological, adoptive, **step**, **foster**, loco parentis, **in-law**), **child** (biological, adoptive, **step**, legal, foster, ward, loco parentis, **in-law**, **sibling** (biological, adoptive, step, half, **in-law**), **grandparent**, **grandchild**, grandparent in-law, great grandparent, great grandchild, step grandparent, grandparent in-law, step grandchild, uncle, aunt, niece, nephew, cousin, family living in the employees household, or relatives of the employee's partner (grandparent, parent, sibling, child) dies may be absent for a maximum of five regularly scheduled work days (not to exceed 40 hours) for the funeral and bereavement.

Currently receives 5 days

Currently receives 3 days