

## SUMMARY OF LEAVE OPTIONS IN THE COLLECTIVE BARGAINING AGREEMENT

As we enter the beginning of Spring quarter, we want to remind you about the resources available for any faculty who encounter urgent medical conditions. Though the current crisis has made clear that these resources are essential, we continue to benefit from a strong CBA that already accounts for such events and offers protections for faculty in these circumstances.

In addition to [federal and state mandates leave programs](#), like FMLA and PMLA, we have a variety of established leave options in the CBA that you are entitled to use and may provide more relevant support than the government mandated minimums. These leaves are summarized below. You can also consult the full descriptions and terms in [the CBA available on the UFWW's website](#). All faculty leaves are requested [using this form](#).

### **Short Term Medical Leave (11.1.3)**

This leave is for faculty who have an illness or need to care for a family member who has an illness lasting two weeks or less. You can apply for it beginning on the first day of your illness. Faculty retain full pay, status, and benefits during the term of this leave. It is available for all faculty.

Coverage for faculty responsibilities during this leave are determined by the department or unit.

### **Extended Medical Leave\* (11.1.5)**

This leave is for faculty who have a medical condition that extends beyond two weeks and requires either full or part-time leave from their position. This leave is available for up to 180 days for tenured and tenure-track faculty. This leave is also available to NTT faculty with a .5 or greater appointment with a year of cumulative service for 180 days or until the end of the contract, whichever is shorter. Faculty members on extended medical leave must provide a verification of the medical condition, as determined by HR. Faculty retain full pay, status, and benefits during the term of this leave.

Faculty offering teaching coverage for a faculty member on medical leave are eligible for compensation for temporary extra teaching assignments as summarized below.

### **Compassionate Leave (11.1.6)**

This leave is for faculty who must attend to family matters including taking care of family members for up to one month. This leave is granted at the discretion of the President or President's designee. It is available for all faculty. Faculty retain full pay, status, and benefits during the term of this leave. Faculty retain full pay, status, and benefits during the term of this leave.

Coverage for faculty responsibilities during this leave are determined by the department or unit.

### **Bereavement Leave (11.1.7)**

This leave is for faculty who must attend a funeral, memorial, service, or other ceremony after the death of a family member. This leave is available for up to one week. Faculty retain full pay, status, and benefits during the term of this leave.

### **\*Compensation for Temporary Extra Teaching Assignments (22.13)**

In the event of an emergency extending beyond two weeks, such as a colleague's extended medical leave, faculty will be allowed to teach courses above their normal teaching load with recommendation of the chair and approval of the dean. This will be compensated at the rate of 1/36<sup>th</sup> of the faculty member's salary per credit hour.

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This chart is meant to help faculty decide which type of leave is most fitting in the event that they encounter urgent medical conditions or need to care for a family member who encounters urgent medical conditions. These leaves are codified in the CBA and are available to faculty at all times, not only during the COVID19 crisis. All faculty leaves can be [requested using this form](#). If you have questions, contact [president@ufww.org](mailto:president@ufww.org).

	<b>Purpose</b>	<b>Time Period</b>	<b>Available to NTT?</b>	<b>Requires Documentation for HR?</b>	<b>Covered by Temporary Extra Teaching Assignments?</b>
<b>Short Term Medical Leave (11.1.3)</b>	For faculty who have a medical condition or need to care for a family member who has a medical condition	Two weeks or less	Yes	No	No
<b>Extended Medical Leave (11.1.5)</b>	For faculty with an extended medical condition resulting in full or part time leave	Between two weeks and 180 days	Yes, only if .5FTE or greater / for 180 day or term of contract	Yes	Yes (see 22.13)
<b>Compassionate Leave (11.1.6)</b>	For faculty who must attend to family matters, including taking care of family members	Up to one month	Yes	No	Possible, dependent on length of leave and administrative discretion
<b>Bereavement Leave (11.1.7)</b>	For faculty to attend funeral, memorial, or ceremony after the death of a family member	Up to one week	Yes	No	No