

FACULTY FAMILY LEAVE BANK PROPOSAL

UCHC-AAUP

March 9, 2021

Amended March 25, 2021

UCHC-AAUP Proposal- 1/12/22, 2/1/22, 2/15/22, 2/22/22

Faculty Family/Medical Leave

1. Consistent with School of Medicine and School of Dental Medicine guidelines and practice, Faculty members shall be provided with paid time off for illness or for major life events such as child birth, adoption, child bonding and illness of a family member.
2. Faculty Members who need such leave shall request such leave from their department chair or center director who shall have the authority to grant such reasonable leave as needed. Any required medical documentation will be provided by the faculty member upon request.
3. Faculty will be permitted to donate any accrued vacation time to a fellow faculty member who is absent due to long-term illness, subject to the following:
  - a. The absent member must have at least one (1) year of service;
  - b. The Absent Member must have exhausted all of their paid leave time and be on leave without pay;
  - c. A request to donate vacation time may be initiated by the Union or the member;
  - d. The request shall be submitted to Human Resources and shall include a current medical certificate on a form prescribed by UConn Health;
  - e. Donations may be made in minimum units of one (1) day only;
  - f. Donations shall be applied to the absent member's payroll account as needed each pay period by consultation between Human Resources and the member or Union representative coordinating the donations. Donations of days shall not exceed the number of days needed to prevent the member from being on leave without pay.