

Academic Staff Senate Resolution on Catastrophic Leave Program Calculation

Whereas the Academic Staff Committee reviewed and endorsed the Catastrophic Leave Program, Policy and Procedures, as submitted by the Department of Human Resources pursuant to the directives of the University Personnel System and the combining of the University Staff and Academic Staff programs as planned for July 1 2015 and,

Whereas the ASC specifically asked for and received clarification prior to endorsement that the intended procedure would bank donated time as dollars at the donor's rate of pay to be used by a recipient at the recipient's rate of pay and

Whereas the Campus Administration has now rescinded that calculation methodology, and determined that the program will be administered on a basis of "one day of leave donated/one day received" and,

Whereas the "time donated/banked at donor's rate of pay" is more beneficial to employees who by definition of this policy have experienced a catastrophic need and,

Whereas the banking at the donor's rate of pay methodology is actually aligned with private industry practices,

THEREFORE

Be it resolved that that ASC and the AS Senate continue to approve of the banking of donations at the donor's rate of pay and object to the alternative calculation methodology

Be it further resolved that the ASC and the AS Senate urge Campus Administration to reconsider their decision and return to the original "banking at the donor's rate of pay" calculation method.