Approved by the Board of Trustees

May 18, 2023

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Board Meeting

May 18, 2023

# APPROVE REVISIONS TO THE GENERAL RULES CONCERNING

# UNIVERSITY ORGANIZATION AND PROCEDURE

**Action:** Approve Revisions to *The General Rules Concerning University Organization and Procedure*, Article IV, Section 1, (c), (m), and (l)

**Funding:** No New Funding Required

The University of Illinois System would like to request updates to three areas within Article IV (Employment Policies) of *The General Rules Concerning University Organization and Procedure*.

Section (c) regarding Vacation and Holidays - Illinois now recognizes Juneteenth as an official state holiday.

Section (m) regarding Parental Leave - proposed changes are: 1) eligible employees would now receive parental leave upon hire instead of being required to wait until they have six months of service, and 2) leave will be able to be taken intermittently instead of requiring that it be taken as a block of time immediately after the birth if agreed upon between the employee and the unit. These changes align with human resources’ goal to be a leader in attracting and retaining a diverse and talented workforce.

Section (l) regarding Funeral/Bereavement Leave - the Illinois Child Bereavement Act was amended, effective January 1, 2023, and is now referred to as the Family Bereavement Leave Act. The law adds many new situations in which eligible employees may use 10 unpaid days of leave. It extends beyond the death of a child, and now includes time off for the death of a covered family member, failed adoption, miscarriages, and several other situations. We are updating the leave benefit to include these five additional unpaid days (in addition to the five paid days we already offer) and are moving the details of the leave to System/universities policies and websites so it is easier to maintain if there are future changes to the law.

System Human Resource Services facilitated these changes in partnership with university human resources, UI Health human resources, and University Counsel. These changes were also shared with the academic professional and civil service employee advisory groups, the University Senates Conference, and System and university leadership. Redline version of the changes to the relevant portions of the *General Rules* are shown in the document attached to this item.

The Board action recommended in this item complies in all material respects with applicable State and federal laws, University of Illinois *Statutes, The General Rules Concerning University Organization and Procedure*, and the Board of Trustees policies and directives.

The Executive Vice President and Vice President for Academic Affairs recommends approval of these changes.

The President of the University of Illinois System concurs.