

Approved by the Board of Trustees,
September 9, 2004

Board Meeting
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REVISIONS TO POLICY AND RULES
(Policy 10, Sick Leave)

Action: Approve Revisions to *Policy and Rules* to Match Sick Leave Provisions in *The General Rules Concerning University Organization and Procedure*, Article IV, Section 4, (b)

Funding: No Funding Required

According to *The General Rules Concerning University Organization and Procedure*, Article IV, Section 4, (b), sick leave may be used for illness of, injury to, or need to obtain medical or dental consultation for the staff member, the staff member's spouse, children, parent, or members of the household. These provisions do not limit the use of sick leave to only those children of employees who are under the age of 18, or over 18 and incapable of self-care because of mental or physical disabilities.

Currently, *Policy and Rules* for civil service staff limits the use of sick leave for the employee's child, as follows: Accumulated sick leave may be used for illness of, injury to, or need to obtain medical or dental consultation for the employee, the employee's spouse, children, or parents, including parents-in-law. "Children" include biological, adopted, foster, stepchildren, legal wards, or those children for which an employee is standing *in loco parentis*, who are under 18 years of age, or over age 18 but incapable of self-care because of mental or physical disabilities.

To follow the intentions of the *General Rules*, it is recommended that *Policy and Rules*, Policy 10, be revised to contain consistent language.

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 Board of Trustees policies and directives.

The Vice President for Administration recommends that these revisions be made to the *Policy and Rules*.

The President of the University concurs.