

Policy 5-200: Leaves of Absence (Health-Related)

I. Purpose and Scope

To outline the University's policy on health-related leaves of absence with or without pay, including sick leave, long term medical leave and Family and Medical Leave Act leave. Faculty Parental Leaves of Absence are governed by [Policies 6-315 \(/academics/6-315.php\)](/academics/6-315.php) and [8-002 \(/health-sciences/8-002.php\)](/health-sciences/8-002.php). Any questions regarding this policy should be referred to the Human Resources Division.

II. Definitions (reserved)

III. Policy

- A. Subject to the eligibility and limitation rules provided in University Rule 5-200A, University employees receive sick leave benefits which provide payment in lieu of compensation to eligible employees for use as stated in Rule 5-200A.
- B. Subject to the eligibility and limitation rules provided in University Rule 5-200A, University employees may receive extended sick leave benefits in certain circumstances.
- C. Subject to the eligibility and limitation rules provided in University Rule 5-200A, the University will convert sick leave to vacation leave for certain University employees.
- D. Subject to the eligibility and limitation rules provided in University Rule 5-200A and in the Family and Medical Leave Act ("FMLA"), as amended, University employees may take leave under the FMLA.
- E. Subject to the eligibility and limitation rules provided in University Rule 5-200A, University employees may take other health-related leaves of absence.
- F. This Policy is intended to be implemented through associated University Regulations, including a University Rule or Rules, which shall describe and govern specific aspects of the scope and manner of implementation.

IV. Rules, Procedures, Guidelines, Forms and other related resources

A. Rules

1. [Rule 5-200A \(/human-resources/rules/rule_5-200A.php\)](/human-resources/rules/rule_5-200A.php): Scope, Eligibility and Limitations for Leaves of Absence (Health-Related)

2. [Rule 5-200B: \(/human-resources/rules/rule_5-200B.php\)](/human-resources/rules/rule_5-200B.php) Paid Time Off for University of Utah Hospitals and Clinics Staff Members

B. Procedures

C. Guidelines

D. Forms

E. Other related resource materials

V. References

[Rule 5-200A \(/human-resources/rules/rule_5-200A.php\)](/human-resources/rules/rule_5-200A.php): Scope, Eligibility and Limitations for Leaves of Absence (Health-Related)

[Rule 5-200B \(/human-resources/rules/rule_5-200B.php\)](/human-resources/rules/rule_5-200B.php): Paid Time Off for University of Utah Hospitals and Clinics Staff Members

[Policy 5-001 \(/human-resources/5-001.php\)](/human-resources/5-001.php): Personnel Definitions

[Policy 5-201 \(/human-resources/5-201.php\)](/human-resources/5-201.php): Leaves of Absence (Non Health-Related)

[Policy 5-301 \(/human-resources/5-301.php\)](/human-resources/5-301.php): Vacation Policy

[Policy 5-303 \(/human-resources/5-303.php\)](/human-resources/5-303.php): University Insurance Programs

29 Code of Federal Regulations 825.100 et seq., Family and Medical Leave Act Regulations as amended pursuant to Section 585 of the National Defense Authorization Act for FY2008

VI. Contacts

Policy Owner: Questions about this Policy and any related Rules, Procedures and Guidelines should be directed to the [Director of Benefits for Human Resources \(/info/index.php\)](/info/index.php).

Policy Officer: Only the [Vice President for Human Resources \(/info/index.php\)](/info/index.php) and the [Senior Vice President for Health Sciences \(/info/index.php\)](/info/index.php) or his/her designee has the authority to grant exceptions to this Policy.

VII. History

A. Current version: Revision 19, effective date: December 13, 2011

Approved by Academic Senate: November 7, 2011

Approved by Board of Trustee: December 13, 2011

[Background \(/human-resources/appendices 5/Background 5-200and5-403 12-2011.pdf\)](/human-resources/appendices%205/Background%205-200and5-403%2012-2011.pdf)
information for Revision 19

B. Earlier revisions

[Revision 18 \(/human-resources/revisions 5/5-200.R18.pdf\)](/human-resources/revisions%205/5-200.R18.pdf): effective dates - January 28, 2008 to December 12, 2011

Editorially revised: May 27, 2008

Editorially revised: October 11, 2011

Editorial changes were made to this document to reflect the changes in employee definitions as set forth in [Policy 5-100 \(/human-resources/5-001.php\)](/human-resources/5-001.php).

[Revision 17 \(/human-resources/revisions 5/5-200.R17.pdf\)](/human-resources/revisions%205/5-200.R17.pdf): effective dates - January 27, 2008

[Revision 16 \(/human-resources/revisions 5/5-200.R16.pdf\)](/human-resources/revisions%205/5-200.R16.pdf): effective dates - January 14, 2008 to January 26, 2008

[Revision 15 \(/human-resources/revisions 5/5-200.R15.pdf\)](/human-resources/revisions%205/5-200.R15.pdf): effective dates - June 30, 2004 to January 13, 2008

[Revision 14 \(/human-resources/revisions 5/5-200.R14.pdf\)](/human-resources/revisions%205/5-200.R14.pdf): effective dates - November 15, 1996 to June 29, 2004