

ATTACHMENT #5

UAF STAFF COUNCIL #205

March 19, 2010

SUBMITTED BY: The Committee of the Status of Women

RESOLUTION

The Committee on the Status of Women urges UAF and UA to amend the leave-share policy in order to permit the sharing of sick leave for pregnancy, childbirth, adoption, family and elder care.

Effective: Immediately

Rationale: The leave-share program allows employees to voluntarily transfer hours from their unused sick leave balance to the sick leave balance of an employee with a qualifying medical condition. While currently leave-share is an excellent example of what UAF is already doing right to support its employees, pregnancy, childbirth, adoption, family and elder care are excluded from the leave-share program. The ability to accept leave hour donations in these instances could be particularly helpful to those whose partners are also UAF employees. Expanding the leave-share program to include pregnancy, childbirth, adoption, family and elder care for any employee who qualifies for Family Medical Leave would be a meaningful way for UAF to demonstrate its support of employees with families and an aid to recruitment and retention of both faculty and staff.

UAF's Work Life Balance Committee formally supports this resolution.