

Agreement Concerning Use of Sick Days for Teaching Activities February 26, 2015

The University and the AAUP-WSU agree that all NTE and TET Bargaining Unit Faculty Members with Academic Year appointments are expected to declare sick leave when absent from teaching activities as described below. This Agreement will expire upon execution of successor agreements to the 2014-2017 NTE and TET CBAs.

In this agreement, “illness” refers to any legitimate use of sick leave as described in 28.5 in both of the aforementioned CBAs.

In this agreement, “business days” means a weekday (Monday through Friday) during a Fall or Spring Semester when the University schedules either classes or final exams, and a weekday during a summer academic term in which the BUFM is teaching, excepting only those days (if any) when the University is closed.

I. For an illness lasting up to four consecutive business days

1. If a BUFM misses one or more classes or labs on a single day due to illness but arranges for other faculty members to teach the classes and conduct the labs, then the BUFM need not declare sick leave for that single day. The replacement faculty members must actually teach the classes and conduct the labs, and not merely meet and dismiss the students.
2. If a BUFM misses office hours on a single day due to illness but makes arrangements to make up any scheduled student meetings, then the BUFM need not declare sick leave for that single day. The BUFM must make a good faith effort to inform students and the department office that they will be unable to attend the scheduled office hours.
3. Otherwise, if a BUFM misses one or more classes, labs or office hours on a single day due to illness, then the BUFM must declare one day of sick leave for that single day.

II. For an illness lasting at least five consecutive business days the BUFM will declare one day of sick leave for each business day of the illness.

For example, a BUFM who misses an entire academic semester will be charged fifteen weeks of sick leave less any University paid holidays or closures.

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Steven J. Berberich, Associate Provost
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