

Sick Leave Pool Policy Update

Considered by the Sick Leave Pool Committee December 12, 2018

Language approved by the Sick Leave Pool Committee January 9, 2019

Policy Update approved by the President's Designee July 16, 2019

Proposed addition to Section B. Membership in the Pool (pages 7-8 of current policy)

Addition of a new item, number 9.

9. Membership in the Pool will be reinstated for employees whose membership has terminated as follows:

- a) Employees who cancel their membership can re-enroll in the Pool during the next and any subsequent open enrollment period following the cancellation request.
- b) Participating employees who retire, transfer, resign or are terminated from the university employment can have their membership in the Pool immediately re-instated when they are again employed with University of Florida, if they have taken the steps necessary to have their leave balances reinstated, in accordance with the university leaves regulations and policies (see UF Regulation 1.201).
 1. Upon immediate reinstatement in the Pool, an employee fitting this criterion would not be required to make an additional contribution of eight (8) hours to the Pool, unless there was a replenishment request made of all members during the period in which they were not employed by the University of Florida and a member of the Pool.
 2. Any such instances would be handled by the Administrator, once brought to their attention by the returning employee, a representative from their department, or through internal reporting without any necessary involvement from the committee.