

# Rule 5-200A (Campus) and Rule 5-200B (UUHC) updates

Revisions to Paid Parental Leave allowances and addition/update of unpaid leave provisions.

*Presented by:*

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# Proposed Revisions:

## UUHC updates (Rule 5-200B)

- No longer requiring partners or spouses, who are hospitals and clinics staff employees, to split the amount of paid parental leave when both take time for the birth of their baby (or newly adopted child). Each eligible employee will have access to the full 240 hour (6 week) benefit (or pro-rated equivalent).
- Including two unpaid leave provisions – Political Leave of Absence and Unpaid Military Leave of Absence.
  - In 2016, Policy 5-201, which is applicable to all University of Utah employees was adjusted. Most of the detail in that policy was moved into Rule 5-201a, which specifically exempts UUHC staff from the scope. At that time, a corresponding change was not made to Rule 5-200b. This revision corrects that oversight.
  - UUHC currently aligns with these practices as these were already in place prior to the changes in 2016.
  - These revisions bring us into further alignment with Campus Unpaid Leave policies and practices.
  - Updated Political Leave of Absence provision to align with 2024 Legislative updates.

## Campus updates (Rule 5-200A)

- No longer requiring partners or spouses, who are campus staff employees (not applicable to faculty positions), to split the amount of paid parental leave when both take time for the birth of their baby (or newly adopted child). Each eligible employee will have access to the full 6 week benefit.