

Resolution of the University of Southern California Staff Assembly Recommending a Catastrophic Leave Program

Whereas the University of Southern California recognizes that staff employees may experience a catastrophic illness or injury that causes them to use and deplete their sick and vacation time, and may cause a financial hardship if unable to work,

Whereas the University of Southern California recognizes that catastrophic leave program benefits have already been adopted and are available to employees of peer or peer aspirant institutions, the UC Regents, City of Los Angeles, County of Los Angeles and the State of California,

Whereas the University of Southern California recognizes the need to remain competitive in talent recruitment and maintenance by offering program benefits that meet or exceed those of local and/or comparable employers,

Whereas there are University of Southern California employees who have reached a maximum accrual of vacation time, and would like to donate vacation time to fellow staff employees who have a catastrophic illness or injury and have depleted their sick and vacation time,

Whereas the University of Southern California currently does not have a Catastrophic Leave Program for its staff employees,

Be it therefore resolved that the University of Southern California Staff Assembly is recommending a Catastrophic Leave Program similar to our peer aspirant universities for staff members who choose to donate their vacation time to a central leave bank fund.

Resolved further, that the USC Staff Assembly recommends the following provisions be included in the new Catastrophic Leave Program:

- Eligible staff employees may voluntarily donate a portion of accrued vacation leave hours from their unused balance to a central leave bank fund, or designated staff member.
- Staff employees who have been affected by a catastrophic injury or illness described in the university policy will be able to apply for central leave bank funds.
- Participation in the program is voluntary for both donors and recipients.
- All benefits eligible staff employees who accrue vacation are eligible to participate in the program <https://policy.usc.edu/vacation/>.
- Eligible staff employees may donate accrued vacation that does not exceed an amount that said employee falls below a balance of 10 vacation days.
- Staff employees who donate are not subject to taxation of hours donated.

We, the undersigned, members of the University of Southern California Staff Assembly recommend the foregoing Resolution to the University of Southern California Executive Governing Committee.

Moved: Rights and Responsibilities Committee

Seconded: Peter Zamar

Ayes: 24

Nays: 0

Abstentions: 0

Resolution Number 002/2016