

# USC Staff Assembly

**Author(s):**

Compensation and Benefits Committee  
Richard Schroth, Chair

**Sponsor(s):**

USC Staff Assembly Executive Committee

**Date:**

February 25, 2022

**Bill No.:**

SA21/22-01

## USC Staff Assembly Increase of Maximum Sick Time Accrual

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**PURPOSE:**

The Compensation and Benefits Committee proposes that USC raise the maximum allowable accrual of sick time. We are asking for an increase up to 36 days of maximum accrual balance. The current yearly accrual of 12 days per year would remain the same.

Allowing additional sick time accrual will positively serve the University and staff in several ways:

- This policy change would be a direct reflection and implementation of USC's Unifying Value: Well-Being.
- Increasing available sick time would also bring USC in line with our Peer Universities (see table below).
- By having more sick time available, staff will more likely stay home when they do not feel well.
- It will afford staff greater flexibility to care for themselves and loved ones.
- It will allow staff to take days for mental health when needed, which can be capped or limited.
- It will make the University more attractive in the recruitment of staff.

**DATA:**

The Compensation and Benefits Committee researched peer institutions' sick time accrual policies. USC is currently among the lowest in maximum sick time accruals with only 2 peer universities offering less. This places USC in the bottom 8.6% of peer universities. Increasing the maximum accrual balance to 36 days will allow us to be comparable to a few other peer universities, however, will still find us far below the upper ranges of 120-180 days.

Please see Table 1 below. Note: Universities in white were not factored into the above stated percentage.

**COST:**

We strongly believe that there will be minimal economic impact on the University and that any economic impact will be offset by increased productivity, lower health care costs, and staff well-being (see studies in the link below). Since sick time is not paid out to employees upon separation, this will not increase the University's financial liability, it will simply extend the amount that individuals can accrue in order to account for any future health and wellness related issues.

**Link to Study:** <http://www.paidicksdays.org/research-resources/latest-research.html>

While workers compensation and disability are available to help staff with extended sickness or injury, they do not help with short term illness (5 days or less), family illness, medical appointments, wellness days, required isolation due to a workplace exposure, and other medically related concerns.

**IN CLOSING:**

USC is an institution that the greater Los Angeles area looks to for guidance in different social, economic, and health related issues. By providing sufficient sick time and policies that are community minded we can provide our staff with the resources needed to stay healthy, happy and ahead of the curve.

**TABLES:**

**Table 1. Peer University Review**


\*Blue- Exceeds USC, Orange- Below USC, White- Maximum Not Available, Red- USC

Peer University	Accrued per Year (Days)	Max allowed Accruals (Days)	Link
Boston University	12	130	<a href="#">Boston University Link</a>
Brandeis	12	180	<a href="#">Brandeis Link</a>
Brown	12	NA	<a href="#">Brown Link</a>
Cal Tech	12	120	<a href="#">Cal Tech Link</a>
Carnegie Mellon	5	5	<a href="#">Carnegie Mellon Link</a>

Case Western	5,10,15	Unlimited	<a href="#">Case Western Link</a>
Columbia	7	7	<a href="#">Columbia Link</a>
Cornell	12	90	<a href="#">Cornell Link</a>
Duke	12	Unlimited	<a href="#">Duke Link</a>
Emory	12	Unlimited	<a href="#">Emory Link</a>
Harvard	12	130	<a href="#">Harvard Link</a>
Johns Hopkins	12	90	<a href="#">Johns Hopkins Link</a>
MIT	12	132	<a href="#">MIT Link</a>
NYU	7	120	<a href="#">NYU Link</a>
Northwestern	15	15	<a href="#">Northwestern Link</a>
Princeton	NA	NA	<a href="#">N/A</a>
Rice	NA	NA	<a href="#">N/A</a>
Stanford	12	Unlimited	<a href="#">Stanford Link</a>
Tulane	12	120	<a href="#">Tulane Link</a>



UCLA	12	Unlimited	<a href="#">UCLA Link</a>
University of Chicago	10	17.5	<a href="#">University of Chicago Link</a>
University of Pennsylvania	12	24	<a href="#">University of Pennsylvania Link</a>
University of Rochester	10	20	<a href="#">University of Rochester Link</a>
USC	12	12	
Vanderbilt	20-28	20-30	<a href="#">Vanderbilt Link</a>
Washington University (St. Louis)	12	50	<a href="#">Washington University (St. Louis) Link</a>
Yale	9	Unlimited	<a href="#">Yale Link</a>

  
**Kristi Culpepper**  
 USC Staff Assembly President

3-17-2022  
 Date

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