

SENATE BILL REPORT

SB 5351

AS PASSED SENATE, FEBRUARY 27, 1991

Brief Description: Regulating sick leave for exempt higher education employees.

SPONSORS: Senators Saling, Bauer, Patterson, Stratton, Thorsness, Rasmussen, Johnson and Moore.

SENATE COMMITTEE ON HIGHER EDUCATION

Majority Report: Do pass.

Signed by Senators Saling, Chairman; Patterson, Vice Chairman; Bauer, Cantu, Jesernig, Skratek, Stratton, and von Reichbauer.

Staff: Scott Huntley (786-7421)

Hearing Dates: February 6, 1991; February 7, 1991

BACKGROUND:

Faculty and administrative exempt personnel at state institutions of higher education are exempt from the sick leave regulations which cover other state employees (those adopted by the State Personnel Board and the Higher Education Personnel Board). The boards of regents or trustees of the state institutions of higher education adopt sick leave policies for the faculty and administrative exempt personnel at their respective institutions.

The sick leave policies adopted by the institutions vary significantly, and some policies allow sick leave which greatly exceeds that granted to other state employees.

In 1990, legislation was enacted which requires institutions of higher education to maintain complete and accurate records of sick leave for teaching and research faculty. This legislation was enacted in response to a Legislative Budget Committee report finding that some institutions were not maintaining sick leave records for faculty.

It is argued that faculty and administrative exempt employees should not be granted sick leave in excess of that allowed for other state employees, and that the sick leave regulations for faculty and exempt employees should be consistent with those established for other state employees.

SUMMARY:

The sick leave regulations established by the boards of regents or trustees of state institutions of higher education regarding the amount of leave that may be allowed or accrued

by officers, administrative personnel, librarians, counselors and academic personnel, including teaching and research faculty, originally hired after June 30, 1991 must be consistent with provisions for employees in the state personnel system and the higher education personnel system.

The state institutions of higher education are required to maintain complete and accurate sick leave records for all faculty and administrative exempt personnel.

Teaching and research faculty of the state and regional universities and The Evergreen State College hired after June 30, 1991 will be eligible to take part in the state attendance incentive program.

Appropriation: none

Revenue: none

Fiscal Note: available

Effective Date: July 1, 1991

TESTIMONY FOR: None

TESTIMONY AGAINST:

There is no problem with present system for faculty; no one knows if there is any abuse of present system. We should wait and see if there is any abuse before acting.

TESTIFIED: Dick Barrett, EWU (con)