

## Summary of Revisions to Paid Time Off, 6.27 Policy Effective January 27, 2025

### Paid Time Off (See full [Paid Time Off Policy](#)) Summary of Changes

- Revises the term “birth mother” to “birth parent” throughout to align with the terminology and processes used by Human Resources Integrated Absence Management and Vocational Services.
- Reorganizes the sick time accrual section for clarity and readability, (Policy Details, II.B, p.4)
- Corrects an error in the existing policy that currently states “Sick time does not accrue and cannot be used for any additional pay arrangements such as supplemental positions or appointments, overtime hours, faculty teaching overloads, and faculty off-duty arrangements.” Sick time accrues for non-exempt employees on all hours worked including overtime. (Policy Details, II.B.5, p.4)
- Corrects errors in references to sick leave usage tables. (Policy Details, II.C and II.G, pp. 4-5)
- Updates links throughout.

