

LEAVE WITHOUT PAY

I. Purpose

The purpose of this policy is to establish procedures for granting a leave of absence without pay for an employee of any campus, division or unit of the University of Arkansas System.

II. Approval of the President and Duration

The President's approval, ~~upon the recommendation of the chancellor or chief executive officer for each campus, division or unit,~~ is required for any employee's ~~written~~ request for a leave of absence without pay, unless such leave is requested in accordance with the provision for military leave, the Family and Medical Leave Act (FMLA), or the Americans with Disabilities Act (ADA), ~~in which case the request may be reviewed and approved by the chancellor, chief executive officer, or a designee. For classified employees, such leave may not exceed six months. For all other employees, such leave may not exceed 12 months.~~

~~Leave of absence without pay shall not exceed six months, provided that the President may under, in special circumstances, at the discretion of the President, approve leave without pay for an additional six months. total of up to a maximum of 12 months leave without pay may be approved.~~

III. Limitations

Leave without pay is not to be granted, except in the case of a maternity-related health condition (See Section IV. B. of Board Policy 420.3), until all of the employee's accumulated annual leave has been exhausted, and any employee on a leave of absence without pay does not accumulate annual leave, participate in the group insurance programs to which the University makes a contribution, or receive pay for any legal holidays. An employee may continue participating with the insurance programs provided arrangements are made in advance with the campus human resource office to assume full payment of the premium costs.

IV. Disciplinary Actions

The chief executive office of a campus, division or unit may place an employee in a leave-without-pay status for disciplinary reasons consistent with other Board and UA System Policies and Procedures and in accordance with the written employment policies of the unit involved. In this instance, the individual is not required to exhaust annual leave and sick leave before being placed in leave-without-pay status.

| May \_\_\_\_\_, 2023 (Revised) effective July 1, 2023.

May 21, 2020

(originally part of 420.1 and 420.2)