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## Personnel Policies for Staff Members

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## II-42 Disability Leave

### A. WORK-INCURRED DISABILITY

In lieu of receiving the extended sick leave benefit for work-incurred disability pursuant to Policy 44.C, Extended Sick Leave, a disabled eligible Senior Manager may instead, and at the Senior Manager's option, participate in the provisions provided in Paragraph B below.

### B. NON-WORK-INCURRED OR WORK-INCURRED DISABILITY

After five years of service as a Senior Manager (including equivalent service as a Department of Energy-sponsored Laboratory Director, Deputy Director or equivalent Associate Director, and service as a member of the Executive Program prior to July 1, 1996), a full-time, permanently-appointed Senior Manager who becomes totally and permanently unable to perform the duties of his/her position because of ill health or other medical incapacity shall be entitled to his/her full salary during any continuing period of such disability up to twelve months, except as provided in the following paragraph. The permanence and degree of such impairment shall be supported by medical evidence submitted by an independent physician selected with the approval of the Universitywide Office of Human Resources. After a twelve-month period of continuing disability, the University may at any time terminate active employment with the University.

If the disabled Senior Manager is receiving disability payments under the California Workers' Compensation Act, both the amount of the disability payments received and the time spent on disability leave will be deducted from the benefits available to the Senior Manager under the provisions of this Section .

During any period of such disability while in active employ of the University, the Senior Manager shall undertake, to the extent physically and mentally able, reasonable assignments consistent with the importance and scope of a Senior Management position. During such period of service and

disability, the Senior Manager shall keep the University appropriately informed of progress in assignments and shall provide accurate and timely information regarding the status of the disabling condition.

For Senior Managers with less than five consecutive, uninterrupted years of service as a Senior Manager (or equivalent service as a Department of Energy-sponsored Laboratory Director, Deputy Director, or equivalent Associate Director), disability coverage will be pursuant to [Policy 42, Sick Leave](#); [Policy 44, Work-Incurred Illness and Injury](#); and the employee's individual arrangements for University of California disability insurance coverage.

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