Recording Attendance:
- It is important for employees to maintain an accurate and up to date attendance record.

Reporting Obligations for State Faculty and Professional Staff:
- All faculty report their accrual usage using the SUNY HR Time and Attendance System (TAS).*
  - TAS can be found at: www.suny.edu/hrportal.
- Faculty time reporting and supervisor approvals should be completed between the first and fifth of the following month (e.g. by October 5th for September).
- Academic year faculty are required to submit accrual usage or non-usage records on a monthly basis during their months of obligation. Generally, for academic year faculty, this means reporting accrual usage from September through May.
- Employees paid on an hourly or fee basis are not currently using the SUNY HR TAS.

Accruals for State Faculty and Professional Staff:
- To accrue leave credits, eligible employees must be in full pay status for such month or major fraction thereof.
- Accruals are not advanced and may not be used before they are earned.
- Accruals earned during a month are available to use on the 1st of the following month.
- 12 month faculty are eligible to accrue vacation and sick leave credits.
- Academic year faculty are only eligible to accrue sick leave credits.
- Faculty employees may use/charge accruals in quarter (¼) day increments.

<table>
<thead>
<tr>
<th>UUP(8) Part-Time Academic Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who Teach:</td>
</tr>
<tr>
<td>1 course</td>
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<tr>
<td>2 courses</td>
</tr>
<tr>
<td>3 courses</td>
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</tbody>
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<table>
<thead>
<tr>
<th>UUP (8) Full Time Employees:</th>
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</thead>
<tbody>
<tr>
<td>Years of Service:</td>
</tr>
<tr>
<td>0-1</td>
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<tr>
<td>2</td>
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<tr>
<td>3-5</td>
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<td>6</td>
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<td>7</td>
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</tbody>
</table>

*Above charts are subject to change based on collective bargaining agreement and may not apply to employees paid on an hourly or fee basis*

- More information about professional leave regulations and an accrual rate chart can be found at: http://www.albany.edu/hr/prof_leave.php

Vacation Leave (Annual Leave):
- Not applicable for academic year faculty
- Vacation accruals may exceed 40 days during the calendar year however, no more than 40 days will be forwarded to the NEW calendar year (Jan 1st of every year).
- On January 2nd of each year, one vacation day shall be added to the accrual balance of all full-time employees eligible to accrue vacation leave.
- The maximum payment for vacation accruals upon separation from State service is 30 days.
- Employees seeking to use vacation/holiday credits must have advance approval from their Supervisor.

Sick Leave:
- Employees are eligible to accrue up to a maximum of 200 sick days.
- Employees may use up to a maximum of 30 days per year (July 2nd - July 1st) of their accumulated sick leave for absences necessitated by a death or illness in the employee’s immediate family.
- Sick leave accruals can be used for medical and dental appointments, sick related absences, and periods of disability. Absences due to illness must be reported to a supervisor as soon as possible.
- Such use is subject to the approval of the supervisor but authorization should not be unreasonably denied. Employees on a sick related/medical leave for an extended period of time (5 or more days) may be required to submit medical documentation to OHRM to support the absence.
- Employees may not use sick accruals when they are no longer sick/disabled.

IMPORTANT: SAVE YOUR SICK DAYS. Unused sick leave accruals may be converted into a monetary value to offset out of pocket health insurance premiums during retirement.

Leaves of Absence:

Workers’ Compensation:
- Information on Workers’ Compensation can be found here: http://www.albany.edu/hr/prof_leave.php
- Any injury that occurs at work needs to be reported and an official report submitted to HR.
**Family Medical Leave Act (FMLA):**
- Information on FMLA can be found here: [http://www.albany.edu/hr/fmla.php](http://www.albany.edu/hr/fmla.php)
- If you have an injury or a qualifying FMLA need (e.g., serious medical condition of your own or a family member, birth or adoption of a child, etc.), please contact Time Records.

**Paid Family Leave (PFL):**
- Information on PFL can be found here: [https://www.albany.edu/hr/prof_leave.php#pfl](https://www.albany.edu/hr/prof_leave.php#pfl)
- The purpose of PFL is to help employees with work-life balance by providing a paid leave alternative for leaves of absence to care for certain eligible family needs.

**General Leave Information:**
- When an employee is able to return to work from an FMLA or Workers' Comp leave, they must submit medical documentation to Time Records which clears them of restrictions OR indicates they are able to work with restrictions. This should be submitted in advance of the anticipated return.
- If restrictions are involved, the doctor must note what those restrictions are and how long they are in effect for. Time Records will need to review all restrictions prior to return to work.
- Please contact Time Records with questions regarding FMLA or Worker’s Compensation leaves.

**Leave Regulations:**
- The leave regulations applicable to employees in Professional Service are contained in Article XIII of the Policies of the Board of Trustees for Management Confidential (BU 13) Employees and in Article 23 of the agreement between the State and The United University Professions, which covers employees in the professional services negotiating unit.