

(a) **Eligibility for Sick Leave with Pay.** Graduate Employees shall be eligible for sick leave with pay immediately upon accrual.

(b) **Availability for Sick Leave with Pay.** Sick Leave accruals will be available at the beginning of each academic term that the Graduate Employee receives an appointment. Accrual balances may be viewed by the Graduate Employee in the on-line time and attendance system accessed through the EmpCenter at mytime.oregonstate.edu.

(c) **Determination of Service for Sick Leave with Pay.** Time worked and sick leave with pay shall be included in determining the pro rata accrual of sick leave hours provided.

(d) **Accrual Rate of Sick Leave.** Graduate Employees shall accrue sick leave at the following rate per academic term:

Employment Fraction (FTE)	Sick Leave Accrual (Hours)
0.3	8
.31-.35	9
.36-.40	10
.41-.45	11
.46-.49	12

(e) **Compensation Rate of Sick Leave Accrual.** When a Graduate Employee uses sick leave accruals, they will be compensated at their current rate of pay.

(f) **Carry Over, Reappointment, and Restoration of Sick Leave Accruals.** Up to one hundred (100) hours of unused sick leave will be carried into the next Graduate Employee appointment period when the next appointment occurs within five (5) years of the end of the original appointment.

(g) **Limitations on Sick Leave with Pay.** Maximum accrual is fifty (50) hours in a fiscal year.