*November 4, 2008*

*We don't seem to reward those persons who save their sick leave and work because they are not ill. Some people use their sick leave regardless of illness. What would be the possibility of people who have accumulated 1000 hours or more being able to cash in 80 hours a year for 20 hours of annual leave or a cash pay out with the balance at cash out not dropping under 1000 hours? Nice reward for something earned, but probably will never be used. You've got to start rewarding the good workers, the loyal employees, the people who care about the university.*

*Name:*

 *C Jones*

 *fncfj@uaf.*

November 5, 2008

Hello C Jones:

Thank you for your input. You raise several interesting issues including the unauthorized use of sick leave. I know that abuses in leave usage creates consternation for other employees who are "playing by the rules" and we'll definitely stress this issue in our supervisor training. I don't think we can consider cashing out sick leave since it is an unfunded liability, but the idea of moving to a combined sick/annual leave is something that has been considered over the years. Your notion of converting sick leave to cash or annual leave for employees who have been blessed with good health would probably not be seen as fair.

Again, thanks for your input, you've given us more food for thought.

Wendy Redman

**FOLLOW-UP:** 1)Steve Smith will talk with Jim Lynch and prepare a summary for use in *Voice* and in response to individual inquiries;