

Dear Colleagues,

This notice is part of the 2015-16 WSUFA Action Committee's "Did You Know?" series. The purpose of these notices is help you understand and exercise your rights and opportunities under the IFO/MnSCU contract.

Did You Know?

**All professors – tenured, tenure track, fixed term and adjunct – receive sick leave. See Article 17, Section A of the IFO/MnSCU Master Agreement for more detail on how each category accrues or earns sick leave. In general, full time faculty accrue 9 sick leaves day per academic year. Part time faculty except adjunct faculty accrue their sick leave on a pro-rata basis from that standard. Adjuncts receive 2 days per semester but those sick days do not accrue.**

**Accumulated sick leave is divided into two categories: sick leave and lapsed sick leave. The category of "sick leave" accumulates up to 1000 hours (the equivalent of 125 duty days). The limit of 125 days only applies for the computation of severance pay upon separation (Article 16, sections A and B) from the university. "Lapsed sick leave" are accumulated sick days that are not used in the computation of any separation payment, but are available for use as sick days. Regardless of the distribution between sick leave and lapsed sick leave, all faculty members who have at least 1000 hours (125 days) of sick leave plus lapsed sick leave are credited with 1000 hours (125 days) for the separation incentive.**

If you have other questions related to the IFO/MnSCU Master Agreement, contact Grievance Officer/Negotiator, Matt Hyle [mhyle@winona.edu](mailto:mhyle@winona.edu) or WSUFA President, Darrell Downs [ddowns@winona.edu](mailto:ddowns@winona.edu)

For your information, the 2015-17 Master Agreement can be accessed at the link on the bottom of the IFO home page at:  
<http://ifo.org/>