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ARTICLE 30: WORK RELATED INJURY LEAVE

30.1.

An employee who sustains a work-related illness or injury shall be eligible for a disability leave of absence in accordance with their medical restrictions and federal and state law. It is the intention of the University to comply with state and federal laws regarding such absences through its policies and procedures.

30.2.

Employees who are in unpaid status for up to nine (9) months due to a work-related injury, shall maintain their seniority and progression start date.

30.3.

The Employer will follow RCW 51.32.090 and University of Washington APS 14.1 University Risk Management and Insurance Programs related to the Worker's Compensation Program and return-to-work program. The Employer will attempt to find opportunities for modified duty that can be offered to employees in lieu of and/or after disability leave. If requests for modified duty are denied, the Employer, upon request, will provide the modified duty options that were considered and reason(s) for denial electronically or in writing.

Employees who suffer a work-related injury or illness that is compensable under the state worker's compensation law may select time loss compensation exclusively or a combination of leave payment and time loss compensation.

30.4.

The University's policies on family and medical leave, sick time off and disability accommodations apply to employees with injuries or illnesses that have been accepted as work-related under RCW 51.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026