

There are several authorities that participate in the State of Wisconsin Retirement System (WRS) that are not considered state agencies for the purposes of leave transfer.

The following authorities are listed in the 2012-2013 Wisconsin Blue Book

- Fox River Navigational System Authority
- Health Insurance Risk-Sharing Plan Authority (HIRSP)
- University of Wisconsin Hospitals & Clinics (UWHC)
- Wisconsin Aerospace Authority (under Legislative Assembly)
- Wisconsin Economic Development Corporation (WEDC)
- Wisconsin Health and Educational Facilities Authority (WHEFA)
- Wisconsin Housing and Economic Development Authority (WHEDA)

Movement between a state authority and state agency is not the same as a state agency transfer. This document addresses insurance benefits and paid leave provisions for employees who transfer to and from an authority.

Insurance Benefits

Hired at the UW System from an Authority

When movement occurs between an authority and a state agency, the authority is to be treated like a state agency for benefit purposes. The employee does not have a new enrollment opportunity for State Group Health Insurance, Preventive Dental Insurance, Supplemental Dental Insurance, Vision Insurance, State Group Life Insurance, Accident Insurance, Income Continuation Insurance and the Flexible Spending Account programs. The employee **must complete new enrollment forms** to keep previous coverage in these benefit plans active.

The employee should be offered enrollment for UW System specific benefits: Individual & Family Life Insurance, University Insurance Association Life Insurance (mandatory enrollment if eligible) and Accidental Death & Dismemberment Insurance. Enrollment in UW Employees, Inc. Life Insurance should be offered except to UW Hospital & Clinic employees. UW Hospital & Clinic employees have existing eligibility in the plan.

All Leave (except Sick Leave)

Hired at the UW System from an Authority

The UW System does not accept vacation, personal holiday, banked vacation or floating legal holiday hours from an authority.

If an employee is considering a position at one of the authorities listed in this document, he/she should consult that authority's policy for paid leave transfer.

Sick Leave

Hired at the UW System from an Authority

UW System does not accept sick leave from authorities. Review the [Sick Leave Credit Transfer Between WI Agencies](#) for information on sick leave that is eligible to be transferred from State agencies and State authorities.

UW Hospitals & Clinics (UWHC) and Wisconsin Economic Development Corporation (WEDC) are the only authorities that have certain sick leave restoration rights at the UW System. These two provisions are listed below.

Some of the higher positions at the authorities are considered to be state employees. If you are considering hiring an employee holding one of these high-level positions, consult with UW System Human Resources regarding proper sick leave restoration rights.

- **University of Wisconsin Hospital & Clinics (UWHC)**

Both UWHC authority and board employees are not considered state employees under Wis. Stats. § 230.

- For employees who are part of the UWHC authority (ETF employer #0001-0183) this was effective June 29, 1996.
- For employees who are part of the UWHC board (ETF employer #0001-0184) this was effective June 29, 2011.

Sick leave earned by UWHC board employees after June 29, 2011 is not transferrable to the UW System. Sick leave earned prior to June 29, 2011 as a board employee is restorable, if the employee reinstates within 5 years of separation or June 29, 2016, whichever is earlier. Office of State Employment Relations (OSER) has a UWHC Board Reinstatement spreadsheet that contains sick leave balances as of June 29, 2011 for board employees in active positions as of that date. Information is available upon request. For board employees who terminated prior to June 29, 2011, but are still within the 5 year period for reinstatement eligibility, sick leave balances will need to be verified by the UWHC payroll office.

UWHC employees who became UWHC authority employees (June 29, 1996) retained sick leave restoration eligibility for 5 years. Employees hired as UWHC authority employees after June 29, 1996 have never had reinstatement eligibility.

- **Wisconsin Economic Development Corporation (WEDC)**

Effective with 2011 Wisconsin Act 7, certain employees from the Department of Commerce were removed from the civil service and appointed to the WEDC. These employees have sick leave restoration rights under s.ER-MRS 16.035 (1) and ER 18.03 (5)(a), Wis. Admin. Code for five years beginning July 1, 2011.

Sick Leave

Hired at an Authority from the UW System

It is at the discretion of the hiring authority whether or not to accept sick leave earned at the UW System. If an employee is considering a position at one of the authorities listed in this document, he/she should consult that authority's policy for sick leave restoration rights. Review the [Sick Leave Credit Transfer Between WI Agencies](#) for information on sick leave that is eligible to be transferred from State agencies and State authorities.

- **University of Wisconsin Hospital & Clinics (UWHC)**

- **As of June 23, 2019:**
 - UWHC will no longer accept sick leave for new hires transferring from another State of Wisconsin Agency.
 - UWHC will continue to certify sick leave for credits earned as a result of employment with UWHC.
 - Employees who have 20 years of service or more and are under minimum retirement age will be able to preserve their sick leave from UW System or state agencies even if they transfer to UWHC.
 - Employees who do not have 20 years of service or more and transfer to UWHC from the UW System or a state agency will lose their sick leave.
- **As of April 2014** (information provided by HR Service Center Manager at UW Hospitals & Clinics):
 - UWHC will accept 100% of sick leave time accumulated by employees while previously employed with an agency of the State of Wisconsin or the UW System who transfer to a UWHC Authority regular position, with the exceptions below. The sick leave transfer will be administered as follows:
 - Sick leave accumulated by the employee during their employment with an agency of the State of Wisconsin or the UW System shall be banked at UWHC and will only be available to pay for health insurance premiums upon retirement. This policy does not

provide any cash value for accumulated sick leave time or any monetary payout of same.

- Employees will begin at UWHC with a zero sick leave balance.
- The banked sick leave will not be used in the premium determination for the disability Income Continuation Insurance (ICI) plan.
- UWHC will not accept sick leave from a previous State of Wisconsin agency or the UW System if the employee has attained 20+ years of creditable service or minimum retirement age. For these employees, the sick leave balances should be certified at the former state agency or the UW System.
- **Fox River Navigational System Authority** – Does not accept sick leave hours from UW System.
- **Wisconsin Economic Development Corporation (WEDC)** – Does not participate in the Sick Leave Credit Conversion Program. Credits are not available from or to these employers.
- **Wisconsin Health and Educational Facilities Authority (WHEFA)** – Does not participate in the Sick Leave Credit Conversion Program. Credits are not available from or to these employers.
- **Wisconsin Housing and Economic Development Authority (WHEDA)** – Does not accept sick leave hours from UW System.

Continuous Service

Hired at the UW System from an Authority

Service at an authority does NOT count towards state continuous service. For more information see UW System Administrative Policy 1219 (formerly BN 12) Continuous Service and the Continuous Service & Adjusted Continuous Service Guide (available in the Resources section below).

UW System Employees – Leave State, Moves to Authority, Returns to State/UW

For reinstatement provisions, see UW System Administrative Policy 1219 (formerly BN 12) Continuous Service (available in the Resources section below).

If an employee is considering a position at one of the authorities listed in this document, he/she should consult that authority's policy for continuous service.

Resources:

- [UW System Administrative Policy 1219 \(formerly BN 12\) Continuous Service](#)
- [UW System Administrative Policy 1286 \(formerly TR 2\) Effect on WRS Service, Accrued Leave & Continuous Service When Moving to and From UW System Institutions or Agencies](#)
- [UW System Leave Policies](#) > (1200 Series: University Personnel System Operational Policies)