

Serious Incapacity

In the event of serious incapacity as a result of sickness or injury of the employee, the University wishes to provide its long term regular full time employees with additional benefits and security other than those that are provided by the applicable labor laws and regulations, and the present University rules, regulations, and conventions, as follows:

- i- In the event of serious incapacity as a result of sickness or injury the University shall continue to pay the salary of the employee up to a period of four weeks provided the employee has completed one year of full time service.
- ii- The University will increase this period by two-week's salary for each consecutive year completed of full time employment beyond the first year of full time employment in accordance with the schedule hereunder, provided that such benefit does not exceed as a cumulative total the period of 20-week's salary for any employee no matter what are his/her number of years of employment at the University.

Schedule:

<u>No. of Completed Years of Service</u>	<u>Salary equivalent to No./Weeks</u>
1	4
2	6
3	8
4	10
5	12
6	14
7	16
8	18
9 and above	20

Thereafter, the employee shall be considered as being on a special leave of absence, without pay, until his/her full recovery and return to work or until the end of the period of the contract whichever comes first.

- iii- The serious incapacity phase due to illness or injury for staff will start after the two weeks sick leave has been used. Based on the report of an accredited medical committee.
- iv- Payment as above for serious incapacity will be made only to the extent not covered by the Workmen's Compensation Policy (see 4 above) taken out by the University to cover all its employees.
- v- The employee shall not be entitled to any means of compensation if the mentioned benefits are not utilized during the course of employment with the University.