



Leaves of Absence (LOA) with Additional Pay

Leave which stops Regular Pay

- **Stop all Regular Pay**, including Base Salary, all Allowance plans (including TWA), OTP and PAP.
 - May want to adjust PAP amount and/or end dates accordingly.
- **Only pays Leave Time**, if entered (e.g. Vacation, Sick Leave, etc.). Leave time is the only thing that will get paid and is based on the employee's base salary; it will **not** pay using the TWA amount, if one is entered. If the LOA should be unpaid, then leave time would **not** get entered.

Workday LOA Type	Position Based?	Regular Pay Continues? (includes base pay, allowances, OTPs and PAPs)	Leave Time entered will pay based on:	
			Base Pay Only	Base Pay and Allowances
Educational	No	No	Yes	No
Faculty Sabbatical	No	No	Yes	No
FMLA Self Continuous	No	No	Yes	No
Medical Leave	No	No	Yes	No
Military Leave	No	No	Yes	No

Personal Leave	No	No	Yes	No
Professional Leave	No	No	Yes	No
Short Work Break – All Jobs	No	No	Yes	No
Short Work Break – Position	Yes	No	Yes	No
Temporary Reassignment	Yes	No	Yes	No
Unpaid Suspension	No	No	Yes	No

Leave which continues Regular Pay

The Workday LOA Types listed below will:

- **Continue all Regular Pay**, including Base Salary, all Allowance plans (including TWA), OTP and PAP.

Workday LOA Type	Position Based?	Regular Pay Continues? (includes base pay, allowances, OTPs and PAPs)	Leave Time entered will pay based on:	
			Base Pay Only	Base Pay and Allowances
Catastrophic Leave	No	Yes	Yes	Yes
FMLA Self Intermittent	No	Yes	Yes	Yes
Medical Leave Intermittent	No	Yes	Yes	Yes
Paid Parental Leave	No	Yes	Yes	Yes
Partial Reassignment – FTE Change	Yes	Yes	Yes	Yes

For questions about how an LOA will pay in Workday, please contact compensation@ohr.wisc.edu.

Resources

- [Preparing for Workday Go Live: Leaves of Absence](#)
- [UW-Madison Policy 5053: Leave of Absence Without Pay](#)