

University Proposal
12/15/19

ARTICLE ____

HOLIDAYS

Section 1. Bargaining unit employees shall not be required to work on the following holidays when the holidays occur during the term of their full-time appointment:

New Year's Day
Martin Luther King, Jr. Day
Lincoln's Birthday
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Christmas Day

Section 2. Bargaining unit employees appointed for less than 100% FTE shall have their holiday leave prorated by the percentage of such appointment, e.g. 75% FTE equivalent of 6 hours of paid holiday leave.

Section 3. Any Postdoc required to work by their PI on a holiday enumerated in Section 1 may arrange with their supervisor for a mutually agreeable alternative day off within the same appointment period.

Section 4. This Article covers the entirety of holiday leave for bargaining unit employees, and any and all prior agreements, discussions, past practices, or understandings between the parties pertaining to the subject matter herein are merged into and superseded by this Article.

Kuntz Lamp
ASL JGM

K. d. [Signature]
UCONN

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ARTICLE ____

PERSONAL LEAVE

Section 1. The University shall grant bargaining unit employees the right to two (2) personal leave days annually for a full-time appointment. Bargaining unit employees appointed for less than 100% FTE, or appointed for less than a full year, shall have their personal days prorated by the percentage of such appointment.

Section 2. Unused personal days shall not be rolled over to reappointments, if any. There shall be no payout of unused personal days.

Section 4. This Article covers the entirety of paid personal leave for bargaining unit employees, and any and all prior agreements, discussions, past practices, or understandings between the parties pertaining to the subject matter herein are merged into and superseded by this Article.

Kimberly Lamm
ASK JGM

David K. [Signature]
UCM

ARTICLE ____

TIME OFF


Section 1. Bargaining unit employees shall have the right to twenty-two (22) business days of time off from expected duties annually for full-time appointment. Bargaining unit employees shall provide reasonable notice to their immediate supervisor of a request to take time off and such supervisor shall not unreasonably withhold approval of such request.

Section 2. Bargaining unit employees appointed for less than 100% FTE, or appointed for less than a full year, shall have their time off prorated by the percentage of such appointment, e.g. 75% FTE = 16.5 days of time off.

Section 3. Unused time off days shall not be rolled over to reappointments, if any. There shall be no payout of unused time off days. This Article shall not be construed to prevent an arbitrator from making whole a Postdoc who was arbitrarily or unreasonably denied a request to use time off, up to twenty-two (22) days, in accordance with Sections 1 and 2.

Section 4. A bargaining unit employee may donate up to three (3) days of time off to a bargaining unit employee who has, through serious illness, exhausted their paid leave for the year. Such donation must be approved by the bargaining unit employee's department head, Dean, and the Vice Provost of Graduate Education and the Dean of the Graduate School, or designee.

Section 5. This Article covers the entirety of paid time off for bargaining unit employees, and any and all prior agreements, discussions, past practices, or understandings between the parties pertaining to the subject matter herein are merged into and superseded by this Article.


ASL JGM


UCONN

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SICK LEAVE

Section 1. The University shall grant bargaining unit employees up to fifteen (15) paid sick days annually for a full-time appointment, to be used for a bona fide personal illness. Of the fifteen paid sick days, up to ten (10) days of sick leave per full-time appointment may be used for illness of an immediate family member residing in the employee's household and up to five (5) for a death in the immediate family. Bargaining unit employees appointed for less than 100% FTE, or appointed for less than a full year, shall have their sick days prorated by the percentage of such appointment. Immediate family shall mean parent; step or foster parent; sibling; step or foster sibling; parents-in-law ; spouse; grandparent; child; step or foster child. The definition of immediate family shall be extended to include a - cohabitating partner if the employee provides the University with a domestic partnership affidavit.

Section 2. The University shall grant a bargaining unit employee who gives birth to a child six (6) consecutive weeks of paid maternity leave following natural childbirth or eight (8) weeks following cesarean section. - . A bargaining unit employee who is a non-birth parent of a newborn or adopted child shall be granted paid leave of 15 consecutive work days to care for or bond with the child. - . Leave granted under this section shall not extend beyond the end-date of the employee's appointment and shall be prorated for employees appointed for less than 100% FTE.

Section 3. A bargaining unit employee who has exhausted their annual sick leave through a serious illness shall be eligible to receive a donation of time off from other bargaining unit employees. Extended leaves of absence beyond thirty (30) days, paid or unpaid, shall be granted at the sole discretion of the University. The University's decision whether to grant extended leaves of absence shall not be grievable or arbitrable.

Section 4. Unused paid sick days shall not be rolled over to reappointments, if any. There shall be no payout of unused sick days.

Section 5. This Article covers the entirety of paid sick leave for bargaining unit employees, and any and all prior agreements, discussions, past practices, or understandings between the parties pertaining to the subject matter herein are merged into and superseded by this Article.

Kumuth Jang
JGM ASL

for the Board

ARTICLE { } Family/Medical Leave

Postdocs' right to family/ medical leave shall be governed by federal law and by Connecticut General Statutes § 31-51kk *et seq.*

Kentland
JGM

K. K. [Signature]
UConn