

University Counter on Sick Leave, 8/26/24

*The University's second comprehensive contract proposal offered on March 15, 2024 remains on the table as a union contract settlement that the university will sign when and if the Union is interested.

*The university reserves the right to add to, modify or withdraw proposals as part of the negotiation process, and to offer additional proposals. No agreement applies to any single provision unless there is agreement on a final package.

ARTICLE – tbd

SICK LEAVE

Stipended graduate students shall be entitled to accrue sick leave in the same manner as individuals covered by the MA sick leave law, which is at a rate of 1 hour for every 30 hours worked, up to a maximum of 40 hours of paid sick time per year. Sick time may be used for any of the reasons identified for individuals covered by the MA sick law, which include the following:

- caring for the student's own physical or mental illness, injury, or other medical condition that requires home, preventative, or professional care;
- caring for a child, parent, spouse, or parent of a spouse who is suffering from a physical or mental illness, injury, or other medical condition that requires home, preventative or professional care;
- attending routine medical and dental appointments for themselves or for their child, parent, spouse, or parent of a spouse;
- addressing the psychological, physical, or legal effects of domestic violence; or
- traveling to and from an appointment, pharmacy, or other location related to the purpose for which the time was taken.

- WOULD UNCL OBJECT TO HOURLY WORKERS BEING CODIFIED? NO.

- NO IMPROVEMENTS FROM STATUS QVO