

University Counter and Second Proposal on Vacation and Personal Time, 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
VACATION AND PERSONAL TIME

A. Vacation

Section 1. Stipended graduate students shall be entitled to two (2) days off with pay each semester (fall and spring) and one (1) day off with pay each summer term (summer 1 and summer 2) that they are working. Time off must be approved at least two weeks in advance by their supervisor and may not require cancelation of a class or lab. Students may request additional time off for a particular academic term with their supervisor, but any additional days are at the discretion of the supervisor and college. No arrangements concerning time off with any student that differs from what is outlined in this provision, including the granting of additional time off, shall create any right for a similar arrangement or additional time off for any other student. The parties agree that stipended graduate students are able to use all paid time off provided during the term, and therefore any time off not used during a given academic term will not carry over into a succeeding term.

Section 2. Students may not use both days together within the first month of an appointment, except as allowed by the graduate student's supervisor.

B. Personal Time

Stipended graduate students may request up to three (3) paid personal days per academic year. Days will be accrued at the rate of one day per semester worked (fall, spring, summer). Unused days may be carried over into the next academic term if the graduate student is performing bargaining unit work, but may not be carried forward into the following year. Requests for paid personal days are subject to approval and may not require the cancelation of a class or lab. Requests must be submitted with the graduate student's supervisor, with a copy to the relevant associate dean for graduate affairs at least two weeks in advance.

6 DAYS PER YEAR
NOTHING FOR HOURLY