

## ARTICLE # PAID LEAVES

~~All students, including those in the bargaining unit, are affiliated with the University as students, and as such, they receive a number of student benefits. Leaves available to students under University policies and procedures shall not be impacted by this Agreement, and the University reserves the right to modify all student leave policies and procedures at any time and at its sole discretion.~~

**Section 1. Sick/Personal Leave.** GSWs shall receive a minimum of fourteen (14) days of paid sick/personal time off for a twelve (12) month appointment. For GSWs with an appointment less than twelve (12) months, the respective days will be prorated with no loss of compensation. Paid sick/personal time off will be allotted at the start of a GSW's appointment.

Hourly GSWs shall accrue 1.5 hours of sick/personal time off per 30 hours worked.

GSWs are permitted to use sick/personal time for, but not limited to, the following reasons:

1. Caring for their own physical or mental illness, injury or medical condition or for medical procedures that require home, preventative, or professional care;
2. Caring for a physical or mental illness, injury, or medical condition of their child, spouse or partner, ~~immediate or chosen family member~~;
3. Attending routine medical and dental appointments for themselves or for their child, spouse or partner, ~~immediate or chosen family member, and members of the household regularly sharing the employee's residence~~;
4. ~~Travel necessitated by any of the above~~

A GSW who is using a sick/personal day must inform their supervisor as soon as is reasonably possible.

GSWs may request additional days of paid sick/personal time with a note from the GSW's medical provider, and such requests shall not be unreasonably denied. A GSW may apply accrued vacation during the period of an approved 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:~~

### ~~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 cancellation 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.~~

**Section 2. Family and Medical Leave.** Any salaried GSW may take a Medical Leave of Absence of up to 12 weeks. This includes, but is not limited to the birth or adoption of a child, childcare, their own serious health condition or work-related disability, receiving gender-affirming care, addressing the psychological, physical, or legal effects of domestic violence, or care of an immediate family member with a serious health condition. GSWs may request an additional two (2) weeks of paid parental leave and two (2) weeks of unpaid parental leave, up to 4 weeks, and such requests shall not be unreasonably denied. GSWs may apply other accrued, unused paid time off (i.e., vacation, personal/sick) during any extension of unpaid parental leave. If both parents are Northeastern GSWs, both parents are eligible to apply for Parental Leave, but are not allowed to take their respective Parental Leaves concurrently.

GSWs will endeavor to notify their supervisor at least 30 days in advance of the anticipated birth, adoption of a child, scheduled medical procedure or other relevant circumstance, so that appropriate arrangements can be made to cover any teaching or research responsibilities. A GSW shall not be precluded from being appointed to a position comparable to the position they held before their leave solely because the GSW took a leave under this section.

The University shall extend to GSWs any improvements to parental leave offered to faculty and staff.

The GSW's stipend, health insurance support and any other benefits under this Agreement will be maintained during such leave. Leaves taken under this section may be taken intermittently at the GSW's discretion.

~~**Section 1. Parental Leave.** Bargaining unit members may request up to twelve (12) weeks of parental leave pursuant to existing University leave policies and procedures. Stipended graduate students who qualify for parental leave may take up to twelve (12) weeks of parental leave with no loss of stipend payments during the leave period.~~

~~**Section 2. Medical Leave.** Bargaining unit members may apply to take medical leaves pursuant to existing University policies and procedures, and as provided under relevant state and federal law.~~

**Section 3. Bereavement leave.** All GSWs may be absent without loss of pay or benefits for up to five (5) days when called for by a death in the immediate family or household.

In circumstances of logistical difficulty or severe emotional distress or religious observance, a longer paid absence may be appropriate. Such requests will not be unreasonably denied if approved by the GSWs supervisor.

For the purpose of this leave, immediate family includes: the GSW's spouse or partner, children (including stepchildren), grandchildren, children-in-law, parents (including step-parents), grandparents, parents in-law, siblings, (including step siblings) and siblings-in-law, chosen family members, household includes individuals regularly sharing the GSW's residence, and pets regularly sharing a GSW's residence.

~~Section 6. Bereavement Leave. Bargaining unit members may utilize any accrued vacation or personal time for purposes of paid bereavement leave for the death of an immediate family member. For purposes of this provision, immediate family includes: spouse or partner, children (including stepchildren), grandchildren, parents (including step-parents), grandparents, parents in-law, and siblings (including step-siblings). Students may request additional time away for bereavement with their supervisor, but any additional days are at the discretion of the supervisor and college. No arrangements 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.~~

**Section 4. Civic Duty Leave.** All GSWs shall retain all compensation and benefits during jury duty or serving as a witness in a court case. GSWs must inform their supervisor at least ten (10) days in advance before their appearance in court.

~~Section 4. Jury Duty and Subpoenaed Appearance in Court. Bargaining unit members required to serve on jury duty must arrange for time away from their responsibilities with their supervisor when receiving their summons. Bargaining unit members who are subpoenaed to appear in a court case must arrange for time away from their responsibilities with their supervisor upon receipt of the subpoena. Time away for stipended graduate students shall be with pay and without loss of benefits, provided they make up lost work for the time by arrangement with their supervisor.~~

**Section 5. Military Leave.** The University shall comply with any applicable state and federal laws governing military service and leaves.

**Section 6. Immigration Leave.** GSWs shall be eligible for up to ten (10) paid days of leave per year in order to attend immigration, citizenship, and/or documentation proceedings and any other related matters for the GSW and the GSW's family. A GSW may request additional paid days off from their supervisor(s) and requests shall not be unreasonably denied.

~~Section 5. Visa Renewal for International Students. International stipended graduate students may take up to ten (10) days of leave per year during winter break or summer to renew a visa if renewal is required to allow for a family visit or for another approved reason during those periods, provided that travel and visa renewal does not impact ongoing research or teaching as determined by their college. Students must also comply with all University international travel~~

~~requirements and take steps to streamline the visa renewal process, such as requesting any interview meeting in advance of travel, as a condition of the leave.~~

**Section 7.** GSWs shall retain any and all other rights under state and federal law regarding leaves of absence. Nothing in this Article affects a GSW's right to request a leave from an academic program.

**Section 8.** GSWs shall make reasonable effort to provide as much advance notice as possible before taking any leave under this Article.

~~Section 7. To the extent this article identifies benefits already available under existing University policies, graduate students shall not receive benefits under both this Agreement and under University policies. Any disputes arising under or from leaves or leave policies shall not be subject to the grievance and arbitration procedure.~~

~~Section 8. Section 5 of this provision shall be effective as of the 2025 summer academic term.~~