

University Counter and Third Proposal on Leaves of Absence, 12/20/24

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

*New language added to address Union requests is highlighted, below, at the end of Section 1.

*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 LEAVES OF ABSENCE

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. Parental Leave. Bargaining unit members may request up to twelve (12) weeks of parental **accommodation** leave ("**parental leave**") pursuant to 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. **If both parents are Northeastern stipended graduate students, both parents are eligible to apply for Parental Leave, and if they qualify to take leave, may not do so concurrently. Any approved leave must be taken within twelve (12) calendar months of the birth or adoption.**

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. Military Leave. Bargaining unit members may apply to take a military leave pursuant to existing University policies and procedures, and as provided under relevant state and federal law.

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. 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 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 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.