



Three hundred sixty (360) months or more. **(30 years or more)**

1 2/13 days per pay period **(30 days per year)**

~~NO CHANGES TO SECTIONS 2 -17: NO CHANGES~~

Rationale – language change so members accrue time with each pay period instead of monthly. Members will accrue time in real time and members will be able to access their accrued time faster rather than waiting until the end of the month for the time to accrue.

Also extend the years of earning accrued time so that members can accrue time past the 19 ½ years since our members are here for good. Increased vacation time particularly in the first 5 years will improve the University’s ability to recruit and retain positions in the USA.

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