

USA Proposal #8
-ARTICLE 11 - VACATIONS

SECTION 1

- A. Beginning at the end of the first full payroll ~~month-period~~ (hereinafter in this Article "~~monthpay period~~") of employment, vacation leave with pay shall be credited to fulltime employees at the end of each full ~~month-pay period~~ of employment, as follows:

Length of continuous full-time "seniority" as of the end of each applicable monthpay period	Vacation Leave Accrued
Less than fifty-four (54) <u>sixty (60)</u> months. (4 ½ years <u>Date of hire to 5 years</u>)	5/6 <u>10/13</u> day per month-pay period (total of 10-20 <u>days per year</u>)
Fifty-four (54) <u>sixty (60)</u> months, but less than one hundred fourteen (114) <u>twenty (120)</u> months. (4 ½ <u>5 to 9 ½</u> years)	1 ¼ <u>21/26</u> of a days per month-pay period (total of 215 <u>days per year</u>)
One hundred fourteen (114) <u>twenty (120)</u> months, but less than two hundred thirty-four (234) months. (9 ½ <u>10 to 19 ½</u> years)	1 2/3 days per month <u>11/13 of a day per pay period</u> (total of 20-22 <u>days per year</u>).
Two hundred thirty-four (234) months or more <u>but less than three hundred sixty (360) months.</u> (19 ½ <u>to 30</u> years)	25/26 of a day per pay period <u>2-1/12 days per month</u> (total of 25 days per year)
<u>Three hundred sixty (360) months or more. (30 years or more)</u>	<u>1 2/13 days per pay period (total of 30 days per year)</u>

Clean version

Length of continuous full-time "seniority" as of the end of each applicable pay period	Vacation Leave Accrued
Less than sixty (60) months. (Date of hire to 5 years)	10/13 day per pay period (total of 20 days per year)
sixty (60) months, but less than one hundred twenty (120) months. (5 to 10 years)	21/26 of a day per pay period (total of 21 days per year)
One hundred twenty (120) months, but less than two hundred thirty-four (234) months. (10 to 19 ½ years)	11/13 of a day per pay period (total of 22 days per year).
Two hundred thirty-four (234) months but less than three hundred sixty (360) months. (19 ½ to 30 years)	25/26 of a day per pay period (total of 25 days per year)

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.

DRAFT