

**Union Proposal for Negotiations Between  
Professional Staff Union/MTA/NEA, Unit A, Amherst, and Boston  
and  
The University of Massachusetts Board of Trustees**

**July 18, 2024**

**Wellbeing Proposal 3**

Union Written Proposal delivered July 18, 2024
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**ARTICLE 20: PAID LEAVE**

**Section 20.1 Sick Leave**

A. A full-time bargaining unit member shall accumulate sick leave with pay credits at the rate of **thirteen (13)** ~~one and one-sixth work days~~ for each full payroll month of employment for a total of ~~fourteen (14)~~ days per year (pro-rated for each pay period). **In addition, each member shall earn one additional day per year annually on July 1, which will be deposited into the Sick Leave Bank, per Section 20.2B.** A bargaining unit member on any leave with pay or industrial accident leave shall accumulate sick leave credits.

B. A regular part-time bargaining unit member shall accumulate sick leave credits in the same proportion that his/her part-time service bears to full-time service, **and shall earn that proportion of one day per year annually on July 1, which will be deposited into the Sick Leave Bank.**

*No other changes to 20.1*

**Section 20.2 Sick Leave Bank**

A. *[No changes.]*

B. **Effective July 1, 2024, the University will deposit one (1) day of time per FTE, donated via Section 20.1A and 20.1B, to the Sick Leave Bank on July 1 each year.** ~~Starting with the effective date of this Agreement, the University will make no further contributions of time to the Sick Leave Banks.~~ Additional time shall accrue to the banks only in the following ways:

1. Sick, or vacation and personal time that would otherwise be accrued by employees during any time period during which they are being paid through the bank will instead accrue to the bank.

*The Union makes these proposals retaining the right to add to, amend or modify these proposals and any of the terms and conditions of the collective bargaining agreement.*

*No other changes to Section 20.2*

**Section 20.3 Paid Personal Leave Days**

On the first payroll day of the payroll month of January, full-time bargaining unit members will be credited annually with six (6) paid personal leave days which must be taken during the following twelve (12) months, at a time or times requested by the bargaining unit member and approved by the supervisor. Use of paid personal leave shall not be unreasonably denied. Any paid personal leave not taken by the last payroll day of the payroll month of December will be forfeited by the bargaining unit member. Except if as the result of a layoff, employees who leave the University and return shall be eligible for no more than one personal leave award per fiscal year. Personal leave days for regular part- time bargaining unit members will be granted on a pro-rata basis. Personal leave may be available in units of fifteen (15) minutes and may be used in conjunction with vacation leave. Full-time bargaining unit members hired into the bargaining unit, or returning from leave granted by the Sick Leave Bank, on or after the first payroll day of the payroll month of January will be credited with **six (6)** personal leave days. ~~in accordance with the following schedule:~~

<del>Date of Hire into Unit or Return from SLB Leave</del>	<del>Personal Leave Days Credited</del>
<del>January 1 to February 29</del>	<del>5</del>
<del>March 1 to April 30</del>	<del>4</del>
<del>May 1 to June 30</del>	<del>3</del>
<del>July 1 to August 31</del>	<del>2</del>
<del>September 1 to October 31</del>	<del>1</del>
<del>November 1 to December 31</del>	<del>none</del>

*No other changes to Article 20.*

*The Union makes these proposals retaining the right to add to, amend or modify these proposals and any of the terms and conditions of the collective bargaining agreement.*