

ARTICLE XX - HOLIDAYS ~~AND VACATION~~

~~Section 1. Holidays and Administrative Closures.~~

The Union recognizes that the University sets the academic calendar each year and designates University holidays on which the University is closed. The University's academic holiday calendar shall be applicable to GSEs.

GSEs will not be required to use a day of vacation for holidays which fall within approved vacation. GSEs may observe the academic University holidays and the winter academic recess (winter break closure) subject to obligations required by work-related responsibilities. During a designated University holiday or closure, GSEs may be required to conduct work (such as laboratory work or grading of assignments) when determined to be necessary by their supervisor or when necessitated by University-set deadlines. If hourly GSEs are required to work on a holiday or during the winter or other academic break closure, they will be paid for hours worked. Otherwise, they will not receive any pay on the holidays or during the winter or other academic break closure.

~~GSEs will receive paid time off for all annual administrative closures and holidays that the University observes, including, at minimum:~~

~~+~~

- ~~• New Years Day~~
- ~~• MLK Jr Day~~
- ~~• Presidents Day~~
- ~~• Memorial Day~~
- ~~• Juneteenth~~
- ~~• Independence Day~~
- ~~• Labor Day~~
- ~~• Thanksgiving Day~~
- ~~• Friday after Thanksgiving / Native American Heritage Day~~
- ~~• Christmas Eve~~
- ~~• Christmas Day~~
- ~~• Winter Break Administrative Closure Dates~~
- ~~• New Years Eve~~

~~Holidays falling on Saturday will usually be observed on the preceding Friday, holidays falling on Sunday will usually be observed the following Monday, and if a holiday falls on an employee's regular day off, they are eligible to take the paid time off at a different time.~~

~~⁺ <https://www.uvm.edu/human-resources/administrative-closures>~~

~~GSEs on hourly appointments will be paid for four (4) hours for each holiday and annual administrative closure day, prorated based on a 20-hour-a-week appointment.~~

~~GSEs will not be required to use a day of vacation or leave for holidays which fall within approved vacation or leave.~~

~~If a GSE chooses not to celebrate a holiday recognized by this agreement, or if a GSE's employment under this article does not allow them to take the holiday off (e.g., animal care, time-sensitive lab maintenance), then they may request an alternative day off for a mutually agreeable alternative within the same semester. Such a request will not be unreasonably denied.~~

~~Section 2. Floating Holidays:~~

The University recognizes that there are cultural and religious holidays that are not currently University holidays. ~~Requests for paid~~GSEs may request unpaid time off ~~made by GSEs who wish~~ to observe a recognized cultural or religious holiday ~~will not be unreasonably denied.~~

~~Section 3 - Vacation for Stipended Appointments~~

To the extent that the terms of a grant or fellowship conflict with the terms contained herein, the terms of the grant or fellowship shall control. GSEs observing holidays or University closures are still responsible for completing all job duties as assigned. Nothing in this Article releases a GSE from duties related to academic progress towards their degree.

~~GSEs on 12-month appointments will be granted a minimum of twenty (20) vacation days, and GSEs on 9-month appointments will be granted a minimum of fifteen (15) vacation days. If it is necessary for a GSE to work during their approved vacation, the GSE will choose alternate time off, in which approval will not be unreasonably denied. GSEs will be awarded vacation time off on the effective date of the appointment.~~

~~There will be no reduction in pay or benefits for vacation time. No GSE will be required to use vacation time for paid medical, parental, or familial leave.~~

~~Section 4 — Vacation for Hourly Appointments~~

~~GSEs will be granted a minimum of 28 hours of vacation time a semester, prorated based on a 20-hour-a-week appointment.~~

~~Section 5 - Right to Time Off:~~

~~Supervisors will not expect work or contact GSEs with the expectation of work or assigning tasks during a GSE's holiday or vacation day. GSEs are not expected to respond while observing a holiday or taking time off.~~