

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article XX - Vacation

A. GENERAL CONDITIONS

1. Academic Researchers accrue vacation at the rate of two (2) days per month for full-time service. Academic Researchers appointed less than full-time but at 50% or more accrue vacation at a proportional rate.
2. Regularly scheduled days off and University administrative holidays shall not be charged against vacation time.
3. Vacation shall not accrue during a leave of absence without salary. Vacation credit shall be accumulated by an Academic Researcher on a leave of absence with pay.
4. Use of vacation is recorded in one-day increments. Approved absences of less than a day do not require the use of vacation. For the purposes of this article, a "day" means a workday. Academic Researchers on reduced schedule are charged a full day of vacation when absent for the entire reduced time "day".
5. Vacation credit may accumulate to a maximum of forty-eight (48) working days.

B. REQUESTING AND USING VACATION

1. Use of vacation requires the approval of the University.
 - a. Academic Researchers shall submit requests for vacation to their supervisor, department chair, or chair's designee.
 - b. The University may deny requests for vacation based on operational needs.
 - c. The University shall not unreasonably deny an Academic Researcher's request for vacation.
2. If the supervisor requires that an Academic Researcher's request be made in writing, or if the Academic Researcher submits the request in writing, the

supervisor's response will be made in writing. The supervisor should respond to the request for vacation as soon as practicable.

C. VACATION PAY AND TRANSFER

1. An Academic Researcher leaving University service shall be paid for accrued vacation at the Academic Researcher's rate of pay at the time of the separation.
2. An Academic Researcher who transfers to a non-vacation-accruing title shall be paid for accrued vacation at the effective date of transfer.
3. An Academic Researcher who transfers to or from a UC-managed Department of Energy Laboratory shall be paid for accrued vacation at the effective date of transfer.
4. An Academic Researcher who transfers to another University location with no break in service shall have accrued vacation hours transferred to the new location.