

Vacation, Sick Leave and Personal Leave by Union

Based on eligible full-time employment

Academic Year and part time employee accrual rates will be prorated

Union	Vacation (cannot be discharged until 6 months of service, except for non-union employees)	Sick	Personal
Council 94 – Local 528	10 days per year (increases every 5 years up to 25 years of service)	15 days per year	4 days per year – use by last pay period of the calendar year
ESP-URI/NEA	10 days per year (increases every 5 years up to 25 years of service)	15 days per year	4 days per year – use by last pay period of the calendar year
Nurses	10 days per year (increases every 5 years up to 25 years of service)	15 days per year	4 days per year – use by last pay period of the calendar year
Non-Union Classified	10 days per year (increases every 5 years up to 25 years of service)	15 days per year	4 days per year – use by last pay period of the calendar year
AAUP	Calendar year: 22 days/year Academic year: none	15 days per Calendar and Academic year Max: 120 days	None Exception: 2 days for Calendar Library Faculty
PSA	First 3 years: 15 days per year After 3 years: 22 days per year After 20 years, additional 5 days	4 hours per pay period	4 days per year
PTAA	First 3 years: 15 days per year After 3 years: 22 days per year After 20 years, additional 5 days	4 hours per pay period	4 days per year
Non-Union Non-Classified	22 days per year Lecturers: none	15 days per year Non-union faculty determined by the Provost	4 days per year for Non-Faculty only
MPA (Maritime Professionals Association)	22 days per year After 20 years, additional 5 days Sea Leave accumulates at 1 vacation day for 5 days at sea	4.62 hours per pay period Max 125 days At term: 50% over 468-720 75% over 720-1000	4 days