

Bargaining Unit	NU02 Administrative Services			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	13 days/yr	15-19	1 day
	2	14 days/yr	20-24	2 days
	3	15 days/yr	25-29	3 days
	4	16 days/yr	30-34	4 days
	5	17 days/yr	35 or more	5 days
	6	18 days/yr		
	7	19 days/yr		
	8	20 days/yr		
Personal Leave	Employees receive 5 days of personal leave each year on the employee's anniversary date. Employees are not required to use personal leave credits in increments greater than one-quarter hour.			
Sick	All full-time employees accumulate 13 days of sick leave per year (3.75 hours per pay period) Sick leave credits may accumulate up to a total of 200 days.			
Comments	Vacation credits may not exceed 40 days on April 1 of any calendar year			

Bargaining Unit	NU04 Institutional Services			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	13 days/yr	20-24	1 day
	2	14 days/yr	25-29	2 days
	3	15 days/yr	30-34	3 days
	4	16 days/yr	35 or more	4 days
	5	17 days/yr		
	6	18 days/yr		
	7	19 days/yr		
	8	20 days/yr		
Personal Leave	Employees receive 5 days of personal leave each year on the employee's anniversary date. Employees are not required to use personal leave credits in increments greater than one-quarter hour.			
Sick	All full-time employees accumulate 13 days of sick leave per year (3.75 hours per pay period) Sick leave credits may accumulate up to a total of 200 days.			
Comments	Vacation credits may not exceed 40 days on April 1 of any calendar year			

Bargaining Unit	NU03 Operational Services			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	13 days/yr	20-24	1 day
	2	14 days/yr	25-29	2 days
	3	15 days/yr	30-34	3 days
	4	16 days/yr	35 or more	4 days
	5	17 days/yr		
	6	18 days/yr		
	7	19 days/yr		
	8	20 days/yr		
Personal Leave	Employees receive 5 days of personal leave each year on the employee's anniversary date. Employees are not required to use personal leave credits in increments greater than one-quarter hour.			
Sick	All full-time employees accumulate 13 days of sick leave per year (3.75 hours per pay period) Sick leave credits may accumulate up to a total of 200 days.			
Comments	Vacation credits may not exceed 40 days on April 1 of any calendar year			

Bargaining Unit	NU13 Management Confidential			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	Accrual 1.75 days per month. On January of each year of the Agreement, 1 day is added to the accrual balance.		N/A	N/A
Personal Leave	N/A			
Sick	All full-time employees accumulate 21 days of sick leave per year (1.75 days per month) Sick leave credits may accumulate up to a total of 200 days.			
Comments	Vacation credits may not exceed 40 days on December 31 of any year.			

Bargaining Unit	NU06 Confidential			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	13 days/yr	20-24	1 day
	2	14 days/yr	25-29	2 days
	3	15 days/yr	30-34	3 days
	4	16 days/yr	35 or more	4 days
	5	17 days/yr		
	6	18 days/yr		
	7	19 days/yr		
	8	20 days/yr		
Personal Leave	Employees receive 5 days of personal leave each year on the employee's anniversary date. Employees are not required to use personal leave credits in increments greater than one-quarter hour.			
Sick	Full-time employees who entered state service after 1/1/86 earn eight days per year. Part-time employees who work at least half time earn on a pro-rated basis.			
Comments	Vacation credits may not exceed 40 days on April 1 of any calendar year.			

Bargaining Unit	NU08 United University Professions			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	Employees hired prior to 7/1/82 accrue 1.75 days per month On January 2nd of each year of the Agreement, 1 day is added to the accrual balance		N/A	N/A
	Full time employees hired on or after 7-1-82		N/A	N/A
	0 - 1	1.25 days/yr		(15 days)
	2	1.33 days/yr		(16 days)
	3, 4, 5	1.5 days/yr		(18 days)
	6	1.67 days/yr		(20 days)
	7	1.75 days/yr		(21 days)

	Part time calendar & college year employees	N/A	N/A
	<i>Academics who teach:</i>		
	1 course	0.25 day/mo	
	2 courses	0.5 day/mo	
	3 courses	1 day/mo	
	Part time calendar & college year employees	N/A	N/A
effective 7/2/07	<i>Professionals Earning:</i>		
	Up to \$11,767	0.25 day/mo	
	\$11,768 - \$17,754	0.5 day/mo	
	\$17,755 - \$23,740	1 day/mo	
	\$23,741 or higher	1.25 day/mo	
effective 7/2/08	Up to \$12,120	0.25 day/mo	
	\$12,121 - \$18,287	0.5 day/mo	
	\$18,288 - \$24,453	1 day/mo	
	\$24,454 or higher	1.25 day/mo	
effective 7/2/09	Up to \$12,483	0.25 day/mo	
	\$12,484 - \$18,835	0.5 day/mo	
	\$18,836 - \$25,186	1 day/mo	
	\$25,187 or higher	1.25 day/mo	
effective 7/2/10	Up to \$12,983	0.25 day/mo	
	\$12,984 - \$19,589	0.5 day/mo	
	\$19,590 - \$26,194	1 day/mo	
	\$26,195 or higher	1.25 day/mo	
Personal Leave	N/A		
Sick	Employees hired prior to 7/1/82 Full-time employees shall be eligible to accrue credits for sick leave at the rate of 1 3/4 days a month		
	Full time employees hired on or after 7-1-82		
	0 - 1	1.25 days/yr	(15 days)
	2	1.33 days/yr	(16 days)
	3, 4, 5	1.5 days/yr	(18 days)
	6	1.67 days/yr	(20 days)
	7	1.75 days/yr	(21 days)
	Part time calendar & college year employees	N/A	N/A
	<i>Academics who teach:</i>		
	1 course	0.25 day/mo	
	2 courses	0.5 day/mo	
	3 courses	1 day/mo	
	Part time calendar & college year employees	N/A	N/A

effective 7/2/07	<i>Professionals Earning:</i>	
	Up to \$11,767	0.25 day/mo
	\$11,768 - \$17,754	0.5 day/mo
	\$17,755 - \$23,740	1 day/mo
effective 7/2/08	\$23,741 or higher	1.25 day/mo
	Up to \$12,120	0.25 day/mo
	\$12,121 - \$18,287	0.5 day/mo
	\$18,288 - \$24,453	1 day/mo
effective 7/2/09	\$24,454 or higher	1.25 day/mo
	Up to \$12,483	0.25 day/mo
	\$12,484 - \$18,835	0.5 day/mo
	\$18,836 - \$25,186	1 day/mo
effective 7/2/10	\$25,187 or higher	1.25 day/mo
	Up to \$12,983	0.25 day/mo
	\$12,984 - \$19,589	0.5 day/mo
	\$19,590 - \$26,194	1 day/mo
Comments	\$26,195 or higher	1.25 day/mo
	Academic Year employees DO NOT accrue vacation time. Vacation credits may not exceed 40 days on January 1 of any year.	

Bargaining Unit	NU05 Professional, Scientific, and Technical Services			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	13 days/yr	20-24	1 day
	2	14 days/yr	25-29	2 days
	3	15 days/yr	30-34	3 days
	4	16 days/yr	35 or more	4 days
	5	17 days/yr		
	6	18 days/yr		
	7	19 days/yr		
	8+	20 days/yr		
Personal Leave	Employees receive 5 days of personal leave each year on the employee's anniversary date. Employees are not required to use personal leave credits in increments greater than one-quarter hour.			
Sick	All full-time employees accumulate 13 days of sick leave per year. Accruals for part-time employees are pro-rated. The maximum sick leave accumulation is 200 days.			
Comments	Vacation credits may not exceed 40 days on April 1 of any calendar year.			

Bargaining Unit	NU01 Security Services			
Vacation Accruals	Employees entitled to earn and accumulate vacation credits accumulate vacation at the rate of (a) 20 days annually or (b) one-half day per biweekly pay period plus additional vacation in accordance with the following schedule:			
	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	1 days/yr	20-24	1 day
	2	2 days/yr	25-29	2 days
	3	3 days/yr	30-34	3 days
	4	4 days/yr	35 or more	4 days
	5	5 days/yr		
	6	6 days/yr		
7	7 days/yr			
Personal Leave	Employees entitled to be credited with personal leave shall be credited with personal leave not exceeding a total of five days in a year			
Sick	Employees who are entitled to accumulate sick leave credits may accumulate such long-term credits up to a total of 225 days provided, however, no more than 200 days of such credits may be used for retirement service credits			
Comments	On October 1 of each calendar year, an employee's accrued vacation leave credits shall not exceed 40 days.			

Bargaining Unit	NU61 Security Supervisors			
Vacation Accruals	Employees entitled to earn and accumulate vacation credits accumulate vacation at the rate of (a) 20 days annually or (b) one-half day per biweekly pay period plus additional vacation in accordance with the following schedule:			
	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	1 days/yr	20-24	1 day
	2	2 days/yr	25-29	2 days
	3	3 days/yr	30-34	3 days
	4	4 days/yr	35 or more	4 days
	5	5 days/yr		
	6	6 days/yr		
7	7 days/yr			

Personal Leave	Employees entitled to be credited with personal leave shall be credited with personal leave not exceeding a total of five days in a year.
Sick	Full-time employees earn at the rate of .5 day per pay period (Total of 13 days per year). Part-time employees who work at least half time earn on a pro-rated basis. Employees who are entitled to accumulate sick leave credits may accumulate such long-term credits up to a total of 225 days provided, however, no more than 200 days of such credits may be used for retirement service credits.
Comments	On October 1 of each calendar year, an employee's accrued vacation leave credits shall not exceed 40 days.

Bargaining Unit	NU31 Agency Law Enforcement Services			
Vacation Accruals	Employees entitled to earn and accumulate vacation credits accumulate vacation at the rate of (a) 20 days annually or (b) one-half day per biweekly pay period plus additional vacation in accordance with the following schedule:			
	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	1	1 days/yr	20-24	1 day
	2	2 days/yr	25-29	2 days
	3	3 days/yr	30-34	3 days
	4	4 days/yr	35 or more	4 days
	5	5 days/yr		
	6	6 days/yr		
Personal Leave	Employees entitled to be credited with personal leave shall be credited with personal leave not exceeding a total of five days in a year.			
Sick	Full-time employees earn at the rate of .5 day per pay period (Total of 13 days per year). Part-time employees who work at least half time earn on a pro-rated basis. Employees who are entitled to accumulate sick leave credits may accumulate such long-term credits up to a total of 225 days provided, however, no more than 200 days of such credits may be used for retirement service credits.			
Comments	On October 1 of each calendar year, an employee's accrued vacation leave credits shall not exceed 40 days.			

Bargaining Unit	NU28 Graduate Student Negotiation Unit			
Vacation Accruals	Yrs of Service	Accrual Rate	Completed Yrs of Continuous Service	Additional Vac Credit
	N/A	N/A	N/A	N/A
Personal Leave				
Sick	N/A			
Comments	<p>Following one semester of State service, or its equivalent, employees may be granted leave for personal illness at the discretion of the President's designee. A maximum of 5 days may be granted during any one year of the Agreement (July 1 - June 30) for absences due to a temporary disability. Should the President's designee believe that medical evidence does not substantiate a claimed temporary disability, use of leave for personal illness shall be disallowed and the employee shall be placed on leave without pay.</p>			