

Benefits Unique to Staff in a Position Represented by the PostDoctoral Researchers Organizing (PRO/UAW) Collective Bargaining Agreement

Your new position with the University brings many benefits, some of which are unique to the collective bargaining agreement (CBA) under which your position falls. This document is a brief overview of those benefits which appear in that CBA.

Personal Time: Unless a grant or contract contains provisions to the contrary, PostDoctoral employees (PD) with a 100% 12-month appointment shall accrue personal time off with pay at the rate of 1.66 workdays for each full payroll month of employment for a total of twenty (20) days per year. Paid personal time is accrued biweekly and is pro-rated for time off payroll and for part-time employees. Personal leave accrual may never exceed twenty-five (25) days. Following separation from employment unused personal time (up to a maximum of twenty-five (25) days shall be paid to the PD at their rate of pay at the time of separation from employment.

Sick Time: PDs with a 100% 12-month appointment shall have 7½ days of sick leave available for use upon employment and an additional 7½ days available for use at the beginning of the second six months of employment. Sick leave for part-time PDs is pro-rated.

After the first year of employment PDs on a 100% 12-month appointment accrue sick leave at the rate of one and one-fourth (1 and ¼) days for each full payroll month of employment for a total of fifteen (15) days per year. Sick leave accrues on a bi-weekly basis and is pro-rated for time off payroll and for part-time employees.

Sick leave may be used in the following conditions:

- When the PD is unable to perform their duties due to personal illness, injury, or temporary disability.
- To care for the spouse, domestic partner, child, parent, or sibling of either a PD or his/her spouse or domestic partner, or the PD's grandparent or grandchild, or a relative living in the immediate household of the PD when they are seriously ill.
- When, through exposure to contagious disease, the presence of the PD at their work location would jeopardize the health of others.
- For appointments with healthcare professionals which cannot reasonably be scheduled outside of normal working hours.
- When a PD is disabled due to childbirth or recovery therefrom.

Bereavement Leave: Upon the death of a PD's spouse, domestic partner, child, parent, sibling, grandparent, grandchild, person living in the immediate household, or parent of a spouse or domestic partner, a postdoc shall be entitled to leave without loss of pay for a maximum of five (5) consecutive workdays. Evidence of the death may be required by the postdoc's supervisor.

In the event of the death of a postdoc's son-in-law or daughter-in-law or of the spouse's or domestic partner's brother, sister, grandparent or grandchild, a maximum of three (3) consecutive workdays shall be available for use by the postdoc.

The postdoc may, upon request and with the approval of his/her PI, defer use of one or more of his/her paid bereavement day entitlement for a later interment and/or memorial service.

Note:

- If the position you hold at the University is no longer affiliated with this CBA this will result in a change to the benefits listed above. Please contact Human Resources (AskHR online at www.umass.edu/hr) with questions in this regard.
- As CBAs are re-negotiated this may result in a change to the benefits listed above.
- Where this document differs from the PostDoctoral CBA, federal or state law or university policy the latter shall prevail.
- For additional information on benefits unique to employees covered by the PostDoctoral CBA please reference that agreement on the UMass Provost's Office website.