

WPI-GWU-UAW Package Proposal

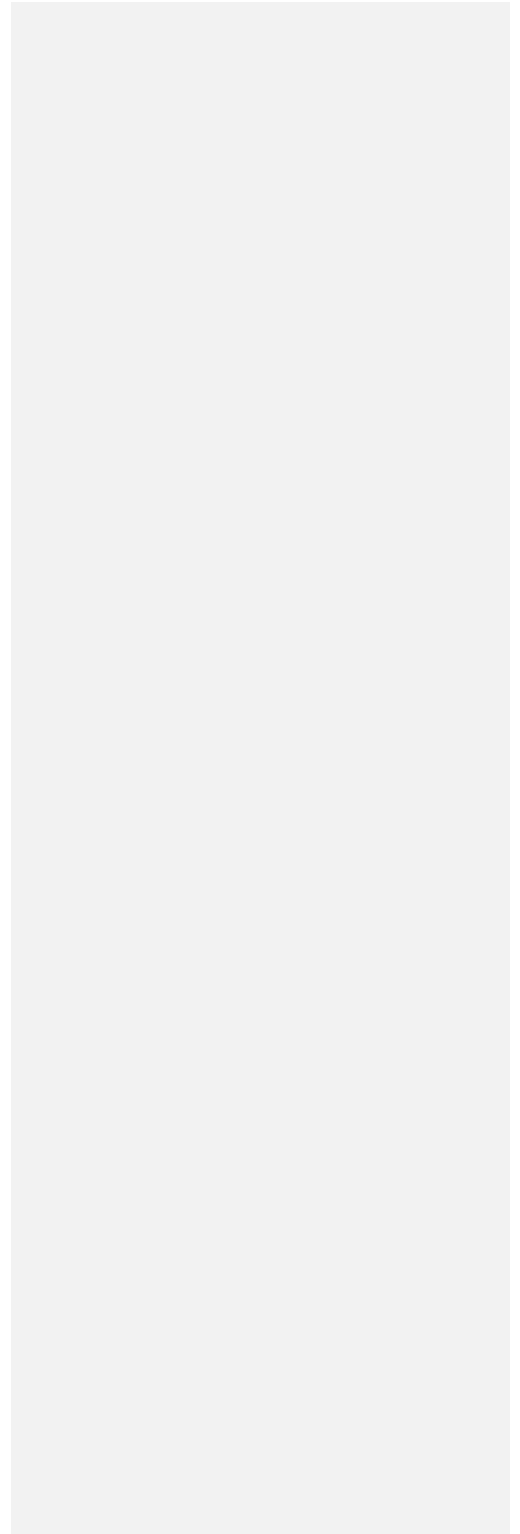
04/20/2023

Page 1 of 7

This is offered as a package proposal. Should it not be accepted in total, the concessions and revisions in this package proposal may be withdrawn and the Union's position on all such items in these articles may revert to its most recent proposals for such articles and times.

The package includes the following articles:

- Leaves
- Holidays
- Vacation



Redlined from WPI-GWU-UAW 3/23 Proposal

ARTICLE __
HOLIDAYS

Section 1. GWs shall not be required to work on the following holidays which occur during the term of their appointment, except as provided in Section 4 of this Article.

- ~~New Year's Eve~~
- New Year's ~~Eve &~~ Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Patriots' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Election Day
- Veterans' Day
- Thanksgiving Holiday (close at noon)
- Thanksgiving Day
- Day after Thanksgiving Day/~~Native American Heritage Day~~
- ~~Native American Heritage Day~~
- Christmas Eve & Day (Winter Holiday)
- December 26- December 31~~0~~ (Institutional Paid Personal Holidays)
- Any other WPI established holidays and mental health days

Section 2. ~~The University recognizes the importance of diversity in the workforce, the cultural and religious holidays celebrated by various traditions, and that many members of the University community practice these traditions.~~ The University recognizes that there are religious and/or cultural holidays that are not currently University holidays. The University shall ~~make every good faith effort to~~ accommodate a GW who wishes to observe ~~recognized-such~~ religious and/or cultural holidays. ~~GWs shall submit their requests to their supervisor in writing at least two (2) weeks in advance of the date(s) requested. Such request shall not be unreasonably denied.~~

Section 3. During a designated holiday, GWs may be required to conduct work (including but not limited to laboratory work, teaching a section, or grading of assignments). If it is necessary for a GW to work on a designated holiday or recess, the GW shall choose an alternate day(s) off with the supervisor's approval, which approval shall not be unreasonably denied. ~~If the supervisor fails to approve an alternate day off, the GW shall be paid according to their hourly wage or an hourly wage prorated from their salary pay for the holiday worked.~~

If an hourly GW is required to work on a holiday, they shall be paid time and a half. If an hourly GW is not required to work on a holiday but is normally scheduled to work, they shall be offered the opportunity to work their normally scheduled hours at a later date.

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Commented [RM5]: The Union accepted the University's proposed language here

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Commented [RM6]: The Union modified the University's proposed language

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Section 4. Supervisors shall not expect work or contact GWs with the expectation of work or assigning tasks during a GW's holiday. GWs are not expected to respond while observing a holiday. ~~Any expectations, suggestions, or considerations of work through any mode of contact will be considered as a GW working on a holiday and subject to Section 3 of this article.~~

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