ARTICLE XIV

VACATION

Section A: GENERAL

Until UCSF converts to hourly factors set forth in B below, existing department practices will remain in effect, as described in C below.

Section B: VACATION CREDIT ON FACTOR ACCRUAL SYSTEM

A full-time employee for a period of six (6) months or more will earn vacation from the date of appointment. An employee must be on pay status for at least one-half (1/2) of the working hours of a month or quadri-weekly cycle, (i.e., two-consecutive biweekly pay periods) based on the number of hours on pay status for that month or quadri-weekly cycle to earn vacation at the following rates:

<table>
<thead>
<tr>
<th>Qualifying Service*</th>
<th>Per Hour on Pay Status**</th>
<th>Approximate Yearly Earning***</th>
<th>Maximum Accumulated Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 10</td>
<td>.057692</td>
<td>15 days</td>
<td>240 Hours</td>
</tr>
<tr>
<td>10 but less than 15</td>
<td>.069231</td>
<td>18 days</td>
<td>288 Hours</td>
</tr>
<tr>
<td>15 but less than 20</td>
<td>.080769</td>
<td>21 days</td>
<td>336 Hours</td>
</tr>
<tr>
<td>20 or more</td>
<td>.092308</td>
<td>24 days</td>
<td>384 Hours</td>
</tr>
</tbody>
</table>

*Qualifying Service is defined as a month of service at a one half (1/2) time or more appointment. This includes time on military leave from the University. Eligible employees will earn vacation credit during a leave with pay. Vacation is credited at the end of the month in which it is earned except that an eligible employee who is terminating University service earns proportionate vacation through the last day on pay status. Vacation is earned proportionately to time worked for a regular schedule of work in excess of fifty (50%) percent. No vacation can be earned for time worked in excess of full time.

**Time on pay status in excess of a full-time employee's work schedule does not earn vacation credit.

*** Full time rate.

Section C: VACATION EARNING SCHEDULE (MONTHLY SYSTEM)

1. As long as UCSF Capital Projects and Facilities Management Department retains the monthly banded Accrual System:

a. A full-time employee for a period of six (6) months or more will earn vacation from the date of the appointment. An employee must be on pay status for at least one-half (1/2) of the working hours of a month to earn vacation credit for that month.

b. Vacation/Earning for Full Time Employees:

<table>
<thead>
<tr>
<th>Qualifying Service</th>
<th>Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 120 months</td>
<td>10 hours per month</td>
</tr>
</tbody>
</table>
121 - 180 months          12 hours per month
181 - 240 months          14 hours per month
240 months or more        16 hours per month

2. An employee who earns vacation from the date of the appointment shall not use such vacation until completing six (6) continuous months on pay status.

Section D: VACATION ACCRUAL

An employee may accrue vacation credit to a maximum of two (2) times the employee's earning rate.

Section E: SCHEDULING VACATION

Vacation leave shall be scheduled at the convenience of the University. Vacation credit cannot be used prior to the time it is accrued. Upon request, an employee will be granted vacation, at the convenience of the University, before the employee's accrued credit reaches the maximum which the employee can accumulate.

Section F: PTO

Employees hired by UCSF on April 1, 2000, who previously worked for UCSF Stanford Health Care, may elect to transfer their PTO to their UCSF vacation balance.