

**SIDE LETTER to Article 24: Sick Leave & Article 22: Vacation  
UCB TRANSITION TO FACTOR ACCRUAL**

UCB shall transition from the current Table Accrual System for Sick Leave (set forth below) to the Factor Accrual System (set forth in Article 24: Sick Leave) effective on November 1, 2014.

**Table Accrual:**

NUMBER OF HOURS ON PAY STATUS				PERCENT OF TIME ON PAY STATUS	HOURS OF SICK LEAVE EARNED
160-HOUR* MONTH	168-HOUR* MONTH	176-HOUR* MONTH	184-HOUR* MONTH		
0-79	0-83	0-87	0-91	0-49	0
80-89	84-94	88-98	92-103	50-56	4
90-109	95-115	99-120	104-126	57-68	5
110-129	116-136	121-142	127-149	69-80	6
130-149	137-157	143-164	150-172	81-93	7
150-160	158-168	165-176	173-184	94-100	8

\*Hours on pay status, including paid holiday hours.

With the exception of the above, all other provisions set forth in Article 24: Sick Leave apply to UCB.

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UCB shall transition from the current Table Accrual System for Vacation (attached) to the Factor Accrual System (set forth in Article 22: Vacation) effective on November 1, 2014.

For the University:

For the UAPD:



Peter Chester  
Director, Labor Relations

9-25-14



Jeff Dunitz  
Chief Negotiator, UAPD

9/25/14