

SIDE LETTER

FORMER MSP VACATION LEAVE

A. GENERAL PROVISIONS

1. The provisions of this side letter shall apply to employees in the titles listed below and who were employed in those titles by the University as of the date of ratification. For the purposes of this side letter, these employees shall hereafter be referred to as Managers & Senior Professional (MSP) Employees.

1	5905	ACQUISITIONS EDITOR 5
2	5887	COMM SPEC 4
3	5921	COMM SPEC 5
4	5548	DIGITAL COMM SPEC 3 GF
5	6077	DIGITAL COMM SPEC 4
6	0406	DIGITAL COMM SPEC 5
7	6817	MARKETING SPEC 3 GF
8	7555	MARKETING SPEC 4
9	6548	MARKETING SPEC 4 GF
10	0469	MARKETING SPEC 5
11	5885	MEDIA COMM SPEC 4
12	0416	MEDIA COMM SPEC 5
13	7557	SALES SPEC 4
14	5865	WRITER EDITOR 4 GF
15	5561	WRITER EDITOR 5

2. Within one hundred twenty (120) days of ratification of this Agreement, the Union and the University shall mutually agree on a list of MSP Employees. The Union shall provide the University with safe harbor from grievances related to the implementation of this side letter for one hundred twenty (120) days from the date of ratification of the collective bargaining agreement.

B. VACATION ACCRUAL RATES AND MAXIMUMS

1. MSP employees employed in the title above as of the date of ratification shall maintain their vacation balance, accruals and accrual rate as outlined in the chart below provided they remain in their current position. This provision applies only to MSP employees employed by the University on the date of ratification. The Union shall provide the University with safe harbor from grievances related to the implementation of this clause for one year from the date of ratification of the collective bargaining agreement.

Vacation Accrual Rates for Former MSP Titles			
Years of Qualifying Service	Vacation Days Accrued Per Month/Year (Approx.)**	Vacation Accrual Factor (Per Hour on Pay Status)	Maximum Vacation Hours
Less than 5	1.50 days per month 18 days per year	.069231	288
5 but less than 10	1.75 days per month 21 days per year	.080769	336
10 or more	2.00 days per month 24 days per year	.092308	384

2. Employees hired after the date of ratification, or employees who change positions after that date, will be subject to the vacation accrual rates outlined in Article 35 - Vacation Leave.