

## Legacy AAUP-BHSNJ Vacation, Float Holidays, & Sick Days

In accordance with the May 1, 2023 Memorandum of Agreement between the University and AAUP-AFT unit, this document provides clarity on vacation, holidays, and sick days for Legacy AAUP-BHSNJ (now part of the AAUP-AFT unit) faculty including those less than 0.5FTE.

Faculty should direct any questions regarding Vacation, Float Holidays and Sick Days to their Department and/or School Faculty Affairs office. Additional questions should be directed to the RBHS Office of Faculty Affairs at [rbhsfacultyaffairs@rbhs.rutgers.edu](mailto:rbhsfacultyaffairs@rbhs.rutgers.edu) or 973-972-7595.

### Vacation

- Accruals:
  - Full-time (twelve-month) unit members, excluding librarians – 22 working days of vacation per year of service
  - Full-time (twelve-month) unit members, excluding librarians, who have completed 21 years of service – 25 working days of vacation per year of service
  - Less-than-full-time unit members – pro-rated number of working days based on FTE

<b>Vacation for less than full-time</b>		
<b>FTE</b>	<b># Vacation days</b>	
	<b>&lt;21 years of service</b>	<b>21+years of service</b>
<b>0.9</b>	19.8	22.5
<b>0.8</b>	17.6	20
<b>0.7</b>	15.4	17.5
<b>0.6</b>	13.2	15
<b>0.5</b>	11	12.5
<b>0.4</b>	8.8	10
<b>0.3</b>	6.6	7.5
<b>0.2</b>	4.4	5
<b>0.1</b>	2.2	2.5

### Float Holidays for Faculty Unit Members

- Faculty unit members at .5 FTE and above are allowed four float holidays
- Faculty unit members between .1 and less than .5 FTE are allowed a pro-rated number of float holidays based on their FTE.

<b>Float holidays for .1-.4 FTE</b>	
<b>FTE</b>	<b># Float holidays</b>
<b>0.4</b>	1.6
<b>0.3</b>	1.2
<b>0.2</b>	0.8
<b>0.1</b>	0.4

## Sick days

- Accruals:
  - Full-time (twelve-month) faculty – 22 sick days per year of service
  - Less-than-full-time unit members – pro-rated number of working days based on FTE

<b>Sick days for less than full-time</b>	
<b>FTE</b>	<b># Sick days</b>
<b>0.9</b>	19.8
<b>0.8</b>	17.6
<b>0.7</b>	15.4
<b>0.6</b>	13.2
<b>0.5</b>	11
<b>0.4</b>	8.8
<b>0.3</b>	6.6
<b>0.2</b>	4.4
<b>0.1</b>	2.2

- New Jersey Earned Sick Leave (NJESL): Unit members may designate up to forty hours of accrued sick leave for the purposes listed in the NJESL Law.