

UConn Health – AAUP Collective Bargaining Agreement: Article 21 – Holiday Compensation

“Clinical Faculty who are scheduled and required to work during any of the recognized State holidays, will be provided with an additional vacation day for each holiday worked to a maximum of three (3) days per calendar year. . . . The holidays worked must be documented and recorded. The three (3) days shall not be paid out and cannot result in exceeding the limit of carryover vacation days for that year.”

Background: In recognition of faculty who are scheduled and required to work on one (1) or more of the twelve (12) state holidays, UConn Health will award the faculty member up to three (3) vacation days per calendar year.

FAQ

1. What is the purpose of Article 21?

The purpose of Article 21 is to grant additional vacation time to faculty who are scheduled to and required to work on State-recognized holidays.

2. I’m usually required to work more than three (3) of the six (6) minor holidays. Will I be compensated for each of those I work?

No. Three (3) additional vacation days holidays per calendar year is the maximum. Even if you document more than three (3) holidays worked, the maximum additional vacation time will still be three (3) additional vacation days.

3. My schedule was so busy I didn’t take all of my vacation time this year and will be carrying over ten (10) vacation days. Because I also was awarded three (3) additional vacation days for holidays worked can I carry over those, as well for a total of thirteen (13) days?

No, the maximum of ten (10) days allowed for vacation carryover is inclusive of any additional vacation days for holidays worked provided during the calendar year.

4. What if I’m scheduled to and taking call from home on a major or minor holiday, can I get credit for this day as a holiday worked?

Yes. If you are scheduled and required to work – or to be on call from home – on a holiday, up to the three (3) day limit. Please note that this FAQ supersedes any prior guidance that may have been issued by Human Resources.

5. What if I’m not scheduled for clinic but, I have to teach on a holiday (e.g., teaching a didactic or preclinical course)- does this qualify for an additional vacation day for holiday worked?

For faculty in the School of Dental Medicine, teaching didactic or preclinical courses during one of the 12 state holidays will also qualify for an additional vacation day, not exceeding the above stated maximum 3 additional vacation days annually.

6. What is the Kronos payroll code to track the hours worked during a holiday?

The payroll code is 178 – “AAUP HOLIDAY WRKD VAC EARN.” Please note that for a holiday worked you should enter only 8 hours in Kronos.