

ARTICLE 24

ACADEMIC ASSISTANTS, RESEARCH ASSISTANTS, RESEARCH ASSOCIATES AND FACILITIES SCIENTISTS

This article pertains to employees in the following titles: Academic Assistants, Research Assistants, Research Associates, and Facilities Scientists.

A. Academic Assistants, Research Assistants, Research Associates and Facilities Scientists may be hired and/or renewed for one-year or multiple year appointments. In no case shall the appointment exceed the term of any grant that funds his/her position.

B. Leaves

Academic Assistants, Research Assistants, Research Associates and Facilities Scientists shall be entitled to leaves with pay according to the following schedule:

1. Vacation will be taken at a time mutually agreed to by the supervisor and the employee. 12-month employees shall receive 1.75 vacation days' credit for each month of employment, plus one additional day for a total of 22 days maximum per calendar year.

2. Legal holidays as enumerated below:

New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas.

3. If a holiday falls on a day when a person is expected to be on duty, he/she will earn a compensatory day off to be taken at a time mutually agreed to by the supervisor and the employee.

4. Sick Leave

Full-time employees shall receive paid sick leave for bona fide personal illness up to fifteen (15) work days per contract year. Employees may be required to provide an acceptable medical certificate. There will be no accruals of sick leave or vacations beyond the end dates of a grant or contract.

5. Personal Leave.

Effective August 23 of each year of the contract each Academic Assistant, Research Assistant, Research Associate and Facilities Scientist shall be credited with one day of personal leave to be taken as needed for the conduct of personal business or religious

observance. As much advance notice as possible will be given to the supervisor or manager when personal leave is taken. Leave not taken will be neither accrued nor compensated.

C. Dismissal for Cause Procedures for Academic Assistants, Research Assistants, Research Associates and Facilities Scientists

The Parties agree that dismissal for cause during the term of the contract of an Academic Assistant, Research Assistant, Research Associate or Facilities Scientist shall follow the procedure outlined below:

1. The employee shall receive a written statement of the reasons for which the action is being initiated.
2. Within five (5) calendar days of receiving notice of the action, the employee may make a written request to the initiator of the action to review the decision.
3. Within five (5) calendar days of the review (see item B above) the employee may appeal the decision to the appropriate Dean, Director, or Provost.
4. The decision of the Dean, Director, or Provost is final and may be appealed to arbitration on procedural grounds only.

D. Notice of Termination

In the event of a programmatic change, low course enrollment, or bona fide fiscal constraints Academic Assistants, Research Assistants, Research Associates and Facilities Scientists during the term of a contract shall be entitled to notice of termination or salary in lieu thereof according to the following schedule:

- Employees with less than one (1) year of employment shall receive one (1) month's notice;
- After one (1) year of employment: three (3) months' notice;
- After continuous employment between three (3) and six (6) years: six months' notice;
- After six (6) years of continuous employment: 10 months' notice.

Dismissal for cause is not subject to the above schedule.

E. Notice of Non-Renewal

Academic Assistants, Research Assistants, Research Associates and Facilities Scientists shall be entitled to notice of non-renewal or salary in lieu thereof according to the following schedule:

- Employees with less than one (1) year of service shall receive 14 days' notice.
- After continuous employment between one (1) and three (3) years, employees shall receive 30 days' notice
- After continuous employment between three (3) and six (6) years, employees shall receive three (3) months' notice.
- After six (6) years of continuous employment, employees shall receive six (6) months' notice.

Tentative Approval

AAUP

_____/_____/_____
Date

University of Connecticut

_____/_____/_____
Date