



EA R9: Recommending Revisions to Leave Accrual

Abstract: This resolution accepts a recommendation from the EA Personnel Policy Committee for the Office of Human Resources to revise the policy on leave accrual with an effective date of January 1, 2018.

Sponsored by: Suzanne Willcox, *Chair, Personnel Policy Committee*

Reviewed by: Personnel Policy Committee, 11/29/2017

Whereas, Article II of the Charter of the Employee Assembly states that the Assembly is charged “with the authority and the responsibility to examine any matters which involve the interests or concern the welfare of the non-academic employee community and to make proposals concerning those issues to the appropriate officers or decision-making bodies of the University;” and

Whereas, Article III, Section 3.4E of the Bylaws of the Employee Assembly states that the Personnel Policy Committee will “review and recommend changes to, in collaboration with the Office of Human Resources, personnel policies and other policies affecting the work environment of the university;” and

Whereas, Allan Bishop, associate vice president of human resources, presented the idea of a revised leave accrual policyⁱ to the EA in June 2016 and to the Personnel Policy Committee on November 9, 2017; and

Whereas, The current approach is that vacation and HAP accruals stop on the first day of the month following the 20th consecutive day of the paid leave; and

Whereas, Under the revised policy, vacation and HAP accruals will stop on the first day of the paid leave and will begin again on the day the staff member returns from leave; and

Whereas, This modification will result in a less confusing formula for staff and supervisors, relieve the burden on campus personnel who administer leave transactions, and maintain the fundamental provisions of the paid leave policies.

Be it therefore resolved, The Assembly accepts the recommendation of the Personnel Policy Committee to revise the Stopping and Starting Vacation and HAP Accruals policy for staff with an effective date of January 1, 2018.

Be it finally resolved, The Office of Human Resources will communicate the changes to the policy to the staff community consistent with university protocol.

Rejected by Vote of the Assembly (0-13-1), December 13, 2017,

Respectfully Submitted,

Suzanne Willcox, *Exempt Employees Representative At-Large*

ⁱ University Policy 6.9 Time Away from Work: <https://www.dfa.cornell.edu/policy/policies/time-away-work>