DID YOU KNOW?

Holiday Comp Time

Some employees are required to be on-call on contractual holidays.

UUP recognizes UB's need to staff certain units. However, employees who are off work, and charging a sick or vacation or holiday accrual have no obligation to perform ANY work. Within CIT, this is expressly stated on the last page of the "Furlani Memo" - "Staff on leave using accruals will not participate in the on call rotation..."

This means that if you are placed on-call by your department, you are not actually off work and should not be expected to charge a holiday accrual, even if you were never called.

Article 23.5 of the contract states that an employee who works on a holiday is entitled to a day, or a day and a half of comp time off in lieu of that holiday.

Working on Thanksgiving, for instance, entitles you to a day and one-half of holiday comp. In the last 45 days, Thanksgiving, and the day after Thanksgiving were contractual holidays. (Veteran's Day is a floating holiday taken on the Friday after Thanksgiving).

If you were on-call on either of those two days, you should not treat them as days off, but add them to your holiday accruals. If you were on-call on either of those days and denied a day (for the Friday) or day and a half (for Thanksgiving) of comp time for either, let us know.

Please note your time sheets accordingly, and advise your supervisors. Please treat future holidays in the same manner. The contract allows us to address violations that go back 45 days, so if you run into a problem please advise us immediately.

Should you have any problems with this, please contact Moriah Bolinsky-Hegmann, UUP grievance chair for professionals at 645-0898 or hegmann@buffalo.edu.