The following web submissions were received before April 4, 2023 and discussed during the closed session of USAC’s meeting on April 11, 2023.

Idea/Rationale: There are a number of issues presented through the USAC web-submission format that receive answers that are irrelevant and don't address the core issue. One of those issues was the disparate treatment of new employees vs. long-term employees in reference to time off, and the elimination of the "personal day", and Busch Gardens day; the answer given did not address why. When these days were discontinued, new employees who had formerly received 12 days per year of vacation were bumped up to 15 days, but employees who had been here longer and already earned 15+ days of vacation received no additional days of vacation. The responses we still have questions on are as follows:

1. “While we looked at all leave policies at the same time we looked at each category (sick, vacation, holiday separately”). What does that have to do with the question at hand, and how did that influence your decision not to give additional days to long-term employees?

2. “The university made the decision to increase the amount of vacation for new employees to be consistent among all employee groups”. Everyone lost 2 days, only one employee group got additional days added - where is the consistency?

3. “Most current employees have existing vacation balances that can now accumulate to twice the annual accrual”. The new accrual system has its pros and cons, but it doesn't change the amount of vacation earned, and doesn't address the issue at hand.

4. “The University now guarantees 15 holidays each year. Prior to these changes the holiday schedule varied between 13 and 15 days per year depending on the calendar”. While holiday time is outside the issue at hand, kudos for fairly applying this policy to all employees instead of making it applicable to one group while leaving others out. Would USAC please revisit this issue? Employees with 5+ years didn't get the same benefit of additional days off as newer employees and I’d like to know the rationale.*

Response: Human Resources and USAC have worked together to answer similar web submissions related to the change in the University vacation policy multiple times. USAC is always here to support staff questions and concerns, but please keep in mind that we are not a decision-making body and that your direct supervisor and Human Resources business partners are important resources.

Previous responses as well as the Human Resources 2021 Leave Policy Changes are linked below.

July 12, 2022 Web Submissions
October 11, 2022 Web Submissions
February 14, 2023 Web Submissions

USAC is not vested with binding authority, but serves to provide input and recommendations to the administration regarding staff interests and concerns as they bear upon the life and operation of the institution.
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**Human Resources 2021 Leave Policy Changes**

If you have further questions, please work with your supervisor and/or your HR business partner or submit a question via the “Ask HR” form linked below.

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