

University of Massachusetts Boston Leave Processing
Calendar Year Accruals/Awards for Full-Time Equivalent Positions

Benefit Program	Sick	Vacation	Personal
B08 - SEIU Professional 37.50 hrs per week	105 hrs (14 days) per calendar year .053847 hrs of leave per hr worked 4.038525/biweekly	<u>Months of University Service:</u> Less than 60 mon = 150 hrs (20 days)/yr .076924 hrs leave per hr worked 5.7693 / biweekly 60 mon to 119 mon = 157.50 hrs (21 days)/yr .080770 hrs leave per hr worked 6.05775 / biweekly 120 mon to 239 mon = 165 hrs (22 days)/yr .084616 hrs leave per hr worked 6.3462 / biweekly 240+ mon = 172.5 hrs (23 days)/yr .088462 hrs leave per hr worked 6.63465 / biweekly	45 hrs (6 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Feb 29 = 37.5 hrs (5 days) Hired between Mar 1 - April 30 = 30 hrs (4 days) Hired between May 1 - June 30 = 22.5 hrs (3 days) Hired between July 1 - Aug 31 = 15 hrs (2 days) Hired between Sept 1 - Oct 31 = 7.5 hrs (1 day) Hired between Nov 1 - Dec 31 = 0 hrs (0 days)
B10 - Non-Unit Prof - Chairs Hired before 7/1/1997 40 hrs per week	96 hrs (12 days) per calendar year .046154 hrs of leave per hr worked 3.69232/biweekly	<u>Months of University Service:</u> Less than 60 mon = 160 hrs (20 days)/yr .076924 hrs leave per hr worked 6.15392 / biweekly 60 mon to 119 mon = 168 hrs (21 days)/yr .080770 hrs leave per hr worked 6.4616 / biweekly 120 mon to 239 mon = 176 hrs (22 days)/yr .084616 hrs leave per hr worked 6.76928 / biweekly 240+ mon = 184 hrs (23 days)/yr .088462 hrs leave per hr worked 7.07696 / biweekly	56 hrs (7 days) per calendar year
B10 - Non-Unit Prof - Chairs Hired on or after 7/1/1997 40 hrs per week	96 hrs (12 days) per calendar year .046154 hrs of leave per hr worked 3.69232/biweekly	<u>Months of University Service:</u> Less than 60 mon = 160 hrs (20 days)/yr .076924 hrs leave per hr worked 6.15392 / biweekly 60 mon to 119 mon = 168 hrs (21 days)/yr .080770 hrs leave per hr worked 6.4616 / biweekly 120 mon to 239 mon = 176 hrs (22 days)/yr .084616 hrs leave per hr worked 6.76928 / biweekly 240+ mon = 184 hrs (23 days)/yr .088462 hrs leave per hr worked 7.07696 / biweekly	40 hrs (5 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 40 hrs (5 days) Hired between Apr 1 - June 30 = 24 hrs (3 days) Hired between July 1 - Sept 30 = 8 hrs (1 days) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)

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B01 - SEIU Trades Supervisors	88 hrs (11 days) per calendar year	<u>Months of Creditable Service:</u>	48 hrs (6 days) per calendar year
B02 - SEIU Maintenance/Clerical 40 hrs per week	.042307692 hrs of leave per hr worked 3.384615385/biweekly	Less than 54 mon = 80 hrs (10 days)/yr .038462 hrs leave per hr worked 3.07696 / biweekly 54 mon to 113 mon = 120 hrs (15 days)/yr .057693 hrs leave per hr worked 4.61544 / biweekly 114 mon to 233 mon = 160 hrs (20 days)/yr .076924 hrs leave per hr worked 6.15392 / biweekly 234+ mon = 200 hrs (25 days)/yr .096154 hrs leave per hr worked 7.69232 / biweekly	<u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 48 hrs (6 days) Hired between Apr 1 - June 30 = 32 hrs (4 days) Hired between July 1 - Sept 30 = 16 hrs (2 days) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)
B02 - SEIU Clerical 37.5 hrs per week	82.50 hrs (11 days) per calendar year .042307692 hrs of leave per hr worked 3.173076923/biweekly	<u>Months of Creditable Service:</u> Less than 54 mon = 75 hrs (10 days)/yr .038462 hrs leave per hr worked 2.88465 / biweekly 54 mon to 113 mon = 112.5 hrs (15 days)/yr .057693 hrs leave per hr worked 4.326975 / biweekly 114 mon to 233 mon = 150 hrs (20 days)/yr .076924 hrs leave per hr worked 5.7693 / biweekly 234+ mon = 187.5hrs (25 days)/yr .0961534 hrs leave per hr worked 7.211505 / biweekly	45 hrs (6 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 45 hrs (6 days) Hired between Apr 1 - June 30 = 30 hrs (4 days) Hired between July 1 - Sept 30 = 15 hrs (2 days) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)

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Benefit Program	Sick	Vacation	Personal
B04 - Non-Unit Classified Hired before 7/1/1997 37.5 hrs per week	90 hrs (12 days) per calendar year .046154 hrs of leave per hr worked 3.46155/biweekly	<u>Months of Creditable Service:</u> Less than 54 mon = 75 hrs (10 days)/yr .038462 hrs leave per hr worked 2.88465 / biweekly 54 mon to 113 mon = 112.5 hrs (15 days)/yr .057693 hrs leave per hr worked 4.326975 / biweekly 114 mon to 233 mon = 150 hrs (20 days)/yr .076924 hrs leave per hr worked 5.7693 / biweekly 234+ mon = 187.5hrs (25 days)/yr .0961534 hrs leave per hr worked 7.211505 / biweekly	37.5 hrs (5 days) per calendar year
B04 - Non-Unit Classified Hired on or after 7/1/1997 37.5 hrs per week	90 hrs (12 days) per calendar year .046154 hrs of leave per hr worked 3.46155/biweekly	<u>Months of Creditable Service:</u> Less than 54 mon = 75 hrs (10 days)/yr .038462 hrs leave per hr worked 2.88465 / biweekly 54 mon to 113 mon = 112.5 hrs (15 days)/yr .057693 hrs leave per hr worked 4.326975 / biweekly 114 mon to 233 mon = 150 hrs (20 days)/yr .076924 hrs leave per hr worked 5.7693 / biweekly 234+ mon = 187.5hrs (25 days)/yr .0961534 hrs leave per hr worked 7.211505 / biweekly	22.5 hrs (3 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 22.5 hrs (3 days) Hired between Apr 1 - June 30 = 15 hrs (2 days) Hired between July 1 - Sept 30 = 7.5 hrs (1 day) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)
B12 - Sergeants - Lieutenants B03 - Police Officers 40 hrs per week	96 hrs (12 days) per calendar year .046154 hrs of leave per hr worked 3.69232/biweekly	<u>Months of Creditable Service:</u> Less than 55 mon = 80 hrs (10 days)/yr .038462 hrs leave per hr worked 3.07696 / biweekly 55 mon to 114 mon = 120 hrs (15 days)/yr .057693 hrs leave per hr worked 4.61544 / biweekly 115 mon to 234 mon = 160 hrs (20 days)/yr .076924 hrs leave per hr worked 6.15392 / biweekly 235+ mon = 200 hrs (25 days)/yr .096154 hrs leave per hr worked 7.69232 / biweekly	48 hrs (6 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 48 hrs (6 days) Hired between Apr 1 - June 30 = 32 hrs (4 days) Hired between July 1 - Sept 30 = 16 hrs (2 days) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)

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Benefit Program	Sick	Vacation	Personal
B06 - Faculty (Academic) 40 hrs per week	80 hrs (10 days) per calendar year .038462 hrs of leave per hr worked 3.07696/biweekly	None	None
B06 - Faculty (Calendar) 40 hrs per week	120 hrs (15 days) per calendar year .057692 hrs of leave per hr worked 4.61536/biweekly	<u>Months of University Service:</u> Less than 60 mon = 176 hrs (22 days)/yr .084616 hrs leave per hr worked 6.76928 / biweekly 60 mon to 119 mon = 184 hrs (23 days)/yr .088462 hrs leave per hr worked 7.07696 / biweekly 120 mon to 239 mon = 192 hrs (24 days)/yr .092308 hrs leave per hr worked 7.38464 / biweekly 240+ mon = 200 hrs (25 days)/yr .096154 hrs leave per hr worked 7.69232 / biweekly	24 hrs (3 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 24 hrs (3 days) Hired between Apr 1 - June 30 = 16 hrs (2 days) Hired between July 1 - Sept 30 = 8 hrs (1 day) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)
B06 - Librarians 37.5 hrs per week	112.5 hrs (15 days) per calendar year .057692 hrs of leave per hr worked 4.3269/biweekly	<u>Months of University Service:</u> Less than 60 mon = 165 hrs (22 days)/yr .084616 hrs leave per hr worked 6.3462 / biweekly 60 mon to 119 mon = 172.5 hrs (23 days)/yr .088462 hrs leave per hr worked 6.63465 / biweekly 120 mon to 239 mon = 180 hrs (24 days)/yr .092308 hrs leave per hr worked 6.9231 / biweekly 240+ mon = 187.5 hrs (25 days)/yr .096154 hrs leave per hr worked 7.21155 / biweekly	22.5 hrs (3 days) per calendar year <u>Pro-Rated Award based on Calendar Year Hire Date:</u> Hired between Jan 1 - Mar 31 = 22.5 hrs (3 days) Hired between Apr 1 - June 30 = 15 hrs (2 days) Hired between July 1 - Sept 30 = 7.5 hrs (1 day) Hired between Oct 1 - Dec 31 = 0 hrs (0 days)

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