

Article ___: Leaves

Section 1. General. Oregon Tech will maintain all of the leave policies applicable to bargaining unit members on the Oregon Tech website supporting policies applicable to Faculty. Additional details pertaining to leave will be provided on the Office of Human Resources (OHR) website.

Section 2. Sick Leave With Pay. All bargaining unit members appointed at 1.0 FTE

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

~~For this type of leave, see the Article [x] on Sabbaticals.~~

Section 64. Vacation Accrual. Eligible faculty members with a twelve (12) month, 1.0 FTE appointment accrue 15 hours of vacation per month. No faculty member may accrue in excess of two hundred and sixty (260) hours. The maximum number of hours that can be paid upon termination of employment is **one hundred and eighty (180) hours**.

Section 97. Military Leave.

Oregon Tech shall comply with all Federal and State laws regarding rights and privileges granted to bargaining unit members serving in the U.S. Armed Forces or Uniformed Service, National Guard and reserves. In the event of a conflict in this Agreement, regarding the rights of bargaining unit members ~~serving in the U.S. Armed Services,~~ the applicable state or federal law takes precedent.

Bargaining unit members requiring military leave not related to annual training should contact the Office of Human Resources for specific application of protected leave and benefits available.

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