

ies applicable to
ing to leave will be provided on the Office of Human

y. All bargaining unit members appointed at 1.0 FTE
hours of leave for each full month of employment, or
of employment less than one (1) month, ~~and be able to~~

~~use their credited hours as provided by OAR 580-21-040~~ Maintaining unit members
employed .5 FTE or more will be credited a prorated amount.

Sick leave is not earned or used during

Section 6. 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 is ~~two hundred and eighty (80)~~ one hundred and eighty (80) hours.

During ~~inclement weather or hazardous conditions forced where Oregon Tech designates a location fully closed~~ inclement weather or hazardous conditions forced where Oregon Tech designates a location fully closed, ~~faculty bargaining unit members~~ faculty bargaining unit members with a 12 month, 1.0 FTE contract shall have the ~~right~~ option of taking vacation or ~~requesting permission to work remotely, working from on-off-campus work sites~~ requesting permission to work remotely, working from on-off-campus work sites. If ~~a faculty bargaining unit member opt to~~ requesting permission to work remotely during ~~such a forced~~ such a forced closure, ~~they must submit a written request to their Department Chair prior to commencing any work. The Department Chair has the discretion to approve or deny any such request which shall not be grievable~~ a mutually agreeable work plan will be submitted in a timely fashion to the Department Chair.

Section 7. Jury Duty. When jury duty service interferes with the work assignment of a bargaining unit faculty member, ~~he or she~~ he or she shall be entitled to ~~leave~~ leave with pay for the time away from work required.

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

Section 9. Military Leave.

(A). A paid military leave of absence is available if the bargaining unit member is a member of the National Guard or a reserve of the U.S. Armed Forces and the period of leave does not exceed fifteen (15) calendar days or eleven (11) workdays in any calendar year.

(B). An unpaid military leave of absence shall be granted to any bargaining unit member for the duration of service with the U.S. Armed Forces. Upon honorable discharge, a bargaining unit member has ni

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