

UNIVERSITY SENATE
of
LOYOLA UNIVERSITY CHICAGO

MEASURE OF THE SENATE

Resolution Calling for Increase in Staff Vacation Accrual during COVID-19

To increase annual vacation accrual limits during a time when workloads are increased and opportunity to take vacation is reduced,

Version 1

2021 - 002



Signed by the Chairperson of the University Senate

Sponsored By:

Senators Divita Kopacz, Friar, Kennedy, Newman, and Steinfels

Motion on the resolution presented on November 20, 2020

Vote: 23 in favor; 0 opposed; 3 abstentions

Resolution PASSED

Whereas, because of COVID-19, many staff members have larger workloads due to new processes and protocols related to the pandemic and new duties assigned from unfilled or eliminated staff positions, all with fewer student workers hired to assist; and

Whereas, the staff vacation policy was altered in 2018 to encourage employees to utilize their vacation time and that is not feasible during this pandemic; and

Whereas, staff are less likely to take paid time off because of the increased workloads and blurring of personal and work time, a general reluctance to take paid time off when the Loyola University is implementing RIFs and furloughs, and reduced opportunity to travel due to COVID19 restrictions; and

Whereas, many staff are hitting the limit of one time the annual vacation accrual and either losing paid time off or having to use paid time off time in a way that is unwanted and unfavorable to their department and personal schedules, particularly at calendar yearend, which is causing stress and anxiety and hurting work/life balance as opposed to helping it;

Be it Resolved, the University Senate encourages the University to increase morale and enhance its reputation for caring for the staff by enabling staff to carry over two times the annual vacation accrual from calendar year 2020 to 2021 and during 2021, which was the policy before 2018. This carryover could expire at the end of 2021 without payout, if COVID-19 conditions improve, or Human Resources could consider making the two times accrual permanent.