

Season Days Not Working

For University Hospitals, **between December 15 and January 15**, there shall be **four (4) Season Days** which may be **designated on an individual basis**.

During schedule creation each department needs to **designate which days are Season Days** and this may be done on an individual basis.

Each Season Day shall be the consecutive twenty-four (24) hour period starting with the employee's starting time.

Each **full-time employee**, other than an employee on layoff or on any leave of absence, **shall receive eight (8) hours pay** at his/her hourly rate plus shift or special schedule premium if applicable, **for each Season Day** for which the employee is not scheduled to work.

Each **part-time employee** normally scheduled to work eight (8) or more hours per calendar week, other than an employee on layoff or on any leave of absence, shall receive pay for each Season Day for which the employee is not scheduled to work, **determined by multiplying their standard hours per week divided by five**.

**Pro-rate each day by multiplying 8 times their fte. Example, .8 fte for a 32 hour per week employee, 8 times .8 = 6.4 SEA per day. If they normally work more than 6.4hrs a day, you have to supplement the rest with PTS or ETW.*

EXAMPLES:

40 hour a week employee working four 10 hr days per week:

NORMAL SCHEDULE:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	10REG	10REG	10REG	10REG		

TAKING 4 SEASON DAYS OFF:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	8SEA	8SEA	8SEA	8SEA		
	2PTS	2PTS	2PTS	2PTS		

32 hour a week employee working four 8 hr days per week:

NORMAL SCHEDULE:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	8REG	8REG	8REG	8REG		

TAKING 4 SEASON DAYS OFF:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	6.4SEA	6.4SEA	6.4SEA	6.4SEA		
	1.6PTS	1.6PTS	1.6PTS	1.6PTS		

****Be sure to read entire section on Season Days in the UM & AFSCME Local 1583 bargaining agreement for more information regarding eligibility requirements**

Season Days Worked

An employee who works on a Season Day will be paid for the time worked at the employee's hourly rate and shift premium, if applicable. In addition and **for each Season Day the employee works, an equivalent amount of time, not to exceed a total of thirty-two (32) hours** shall be added to the employee's PTO accrual.

After January 15th, if the employee has not taken 4 Season Days off you will process a prior period adjustment on a day they worked between December 15th and January 15th and **change REG to SEW** for each Season Day they did not take off. By doing this the hours will be added into the PTO bank. There is no effect on pay with this process.

EXAMPLES:

40 hour a week employee works four 10's per week, did not take Season Days off:

Do a prior period adjustment and **change 8REG to 8SEW on four days** they worked between 12/15 and 1/15, (Cannot exceed 32 hours).

WAS REPORTED:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	10REG	10REG	10REG	10REG		

RESULT OF PPA:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	10SEW	10SEW	10SEW	2SEW 8REG		

20 hour a week employee works five 4 hr days per week, did not take Season Days off:

Do a prior period adjustment and **change 4REG to 4SEW on four days** they worked between 12/15 and 1/15, (Cannot exceed 32 hours).

WAS REPORTED:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	4REG	4REG	4REG	4REG	4REG	

RESULT OF PPA:

1/6	1/7	1/8	1/9	1/10	1/11	1/12
	4SEW	4SEW	4SEW	4SEW	4REG	

Season Days Worked, CONT...

24 hour a week employee works three 8 hr days per week, did not take Season Days off:

Do a prior period adjustment and **change 8REG to 8SEW on four days** they worked between 12/15 and 1/15, (Cannot exceed 32 hours).

WAS REPORTED:

<u>1/6</u>	<u>1/7</u>	<u>1/8</u>	<u>1/9</u>	<u>1/10</u>	<u>1/11</u>	<u>1/12</u>
	8REG	8REG	8REG			

RESULT OF PPA:

<u>1/6</u>	<u>1/7</u>	<u>1/8</u>	<u>1/9</u>	<u>1/10</u>	<u>1/11</u>	<u>1/12</u>
	8SEW	8SEW	8SEW			

<u>1/13</u>	<u>1/14</u>	<u>1/15</u>	<u>1/16</u>	<u>1/17</u>	<u>1/18</u>	<u>1/19</u>
	8SEW	8REG	8REG			