



# UNITED ACADEMICS BENEFITS SUMMARY

See full CBA  
 Contact the Contract Administration Committee  
 Chart updated 2023

| BENEFIT                       | LECTURER, RESEARCH ASSOCIATE, INSTRUCTOR<br><br>LESS THAN FOUR YEARS OF EMPLOYMENT  | LECTURER, RESEARCH ASSOCIATE, INSTRUCTOR<br><br>AT LEAST FOUR YEARS OF EMPLOYMENT   | SENIOR LECTURER   | ASSISTANT, ASSOCIATE, FULL PROFESSOR<br><br>INCLUDES CLINICAL, EXTENSION, LIBRARY, RESEARCH   |
|-------------------------------|---|---|---|---|
| PAID MEDICAL LEAVE            | Up to 22 days during the first year of employment. Up to 26 weeks per year after the first year. (CBA 20.6b)  |   |   |   |
| SHORT TERM ABSENCE            | Up to two weeks used for illness, care of another, or any other reason outlined in CBA. (CBA 20.6)  |   |   |   |
| PARENTAL LEAVE                | Six weeks paid leave, or, for Cesarean delivery, eight weeks paid leave. Paid medical leave can be added if needed for personal illness or injury. (CBA 20.6di)                                     | One semester paid leave, or, for faculty on 12 month appointments, a 15 week paid leave. (CBA 20.6dii)  | One semester paid leave, or, for faculty on 12 month appointments, a 15 week paid leave. (CBA 20.6d)  | One semester paid leave, or, for faculty on 12 month appointments, a 15 week paid leave. A semester of paid parental leave automatically extends tenure clock for pre-tenure professors. (CBA 20.6d)  |
| FAMILY CARE LEAVE             | Five days of paid leave per fiscal year for significant caregiving for a child, spouse or civil union partner, or parent. Additional days may be taken as short-term absence. (CBA 20.6e, CBA 20.6) | 30 days of paid leave per fiscal year for significant caregiving for a child, spouse or civil union partner, or parent. (CBA 20.6e)   | 30 days of paid leave per fiscal year for significant caregiving for a child, spouse or civil union partner, or parent. (CBA 20.6e)   |   |
| BEREAVEMENT LEAVE             | Up to five days of paid leave for death within the immediate family; contact Department Chair. (CBA 20.6f)  |   |   |   |
| UNPAID LEAVE                  | Not to exceed one year. Can be used if paid leave is exhausted. (CBA 20.6c and 20.6)  |   |   |   |
| TUITION REMISSION             | Up to 15 credits of coursework or thesis research per year, tuition free. After one academic year appointment, a dependent child may be eligible. (CBA 20.5)  |   |   |   |
| 403B RETIREMENT CONTRIBUTIONS | After four semesters, 10% contribution by UVM when faculty member contributes 3%. (CBA 20.3)  | 10% contribution by UVM when faculty member contributes 3%. (CBA 20.3)  | 10% contribution by UVM when faculty member contributes 3%. (CBA 20.3)  | 10% contribution by UVM when faculty member contributes 3%. (CBA 20.3)  |
| SABBATICAL                    | No sabbatical benefit   | Lecturers who have completed six years of full-time service out of the last eight years may apply for an initial sabbatical during that sixth full-time year if submitting an application for promotion to Senior Lecturer. If promoted and if the sabbatical is granted, the sabbatical would be taken during first year as Senior Lecturer. | May apply for sabbatical in sixth year of full-time service for sabbatical to be taken in seventh year. Full year sabbatical leave: 77.3% of their nine-month faculty base salary. (CBA 22.1c) One semester sabbatical leave: full pay. Further sabbaticals may be taken after six additional years of full-time service. | May apply for sabbatical in sixth year of full-time service for sabbatical to be taken in seventh year. Full year sabbatical leave: 77.3% of their nine-month faculty base salary. (CBA 22.1c) One semester sabbatical leave: full pay. Further sabbaticals may be taken after six additional years of full-time service. |