

*e-Bulletin20080808*

**Holiday Schedule for Fiscal Year 2008 – 2009**

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Temple management once again decided to close Temple for the time between Christmas and New Year's, giving employees four days off with pay. However, there is a wrinkle this time. For Friday, January 2, management finds it impractical to reopen for just one day that week, so they will officially close. Management determined that employees would have three options to account for the fifth day off: take 1) a vacation day; 2) a personal day; or 3) an unpaid day off.

TAUP asked why Temple is not simply adding January 2 as a fifth paid day off. They said the authorization from the Board of Trustees is only for the four days between Christmas and New Year's. Management said that prior to making their decision and sending the memo about this, they had consulted with the other unions on campus, who had found this new arrangement acceptable. However, management had neglected to consult with TAUP, for which they apologized.

We asked about the requirement of employees "paying for" that fifth day off. Management said there could be another option for employees who did not want to use vacation time, personal time, or an unpaid day. Employees who want to work on January 2 would be required to forego the four extra days off and return to work for the entire week between Christmas and New Year's as well as January 2. In other words, it's a package deal. Take the free days and pay for the fifth. Or work the full five days.

The University cannot force employees to use one of their own days off, but at the same time management is not required under our collective bargaining agreement to give the four free days off.

TAUP has taken no official position on this. But we would like to hear from everyone affected by this arrangement. Please let us know your thoughts and feelings about these options and which one you would choose. You can reply to this message directly (the reply will be sent only to TAUP) or send a message to <http://www.taupaft@aol.com>.