

# Staff Senate

<http://www.staffsenate.vt.edu/>

December 13, 2023

To: Vice President for Human Resources

**2023-2024**

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The Staff Senate Executive Committee (Committee) appreciates the opportunity to review the Proposal to Revise Holiday Schedule and Annual Leave Accrual. By majority, the Committee supports this proposal with the stipulations noted below.

The analysis section of this proposal astutely states that, "Differences in leave accrual between university staff and eligible faculty create a perception that faculty are more valued employees." In the recommendations section of this proposal, it is concluded that the proposal to create a new "winter break" holiday would give faculty four (4) additional paid holidays, while having a "neutral impact" on the number of paid holidays for staff.

As stated in this proposal, staff accrue less leave than their faculty peers and have less flexibility to use this leave. To do away with staff-only holidays is to do away with a perk afforded to staff, while adding a benefit to faculty. Because of this, the Committee respectfully requests that 16 hours of comp time or family personal leave be given to staff to partially offset the impact of doing away with staff-only holidays.

Additionally, the Committee suggests that the university adjusts University Staff years of service to align with faculty years of service in addition to the proposed enhancements to University Staff leave. Currently, faculty accrue nine (9) hours of leave per pay period at 20+ years of service, whereas, University Staff years of service would peak at eight (8) hours per pay period at 15 to 20 years of service. If the university intends to address the perception that faculty are more valued employees, this should be equalized. University Staff with 20-24 years of service should be increased to nine (9) hours to align with faculty as stated in the proposal that they are already internally aligned with administrative and professional faculty.

Finally, should this proposal be adopted, Indigenous Peoples' Day and Veterans Day would no longer be official holidays recognized by the university. It is the belief of the Committee that the university should recognize these holidays by increasing events and programming to ensure that the affected groups are still represented and honored by the university. Providing staff with 16 hours of compensatory or family personal leave would also allow staff to observe these holidays if they wish to do so.

By majority, the Staff Senate Executive Committee is supportive of this proposal with the stipulations outlined in this note. The Committee is available for any clarification or follow-up that may be needed.

**Thank you,  
The Staff Senate Executive Committee**