

Request:

: Grant Administrative Leave to Full Time PIN and Contingent II staff for Thursday, March 24, 2022, and Friday, March 25, 2022, to allow staff mental health break during spring break 2022. If there are certain groups that would be disadvantaged by this recommendation the Staff Senate is open to o (¼ (

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Thank you for bringing the concerns of staff forward and particularly the need to address the ongoing mental health and well-being of our campus. The University Holiday Calendar for 2022 provides for 16 paid Holidays. Because of the nature of the College work and our academic mission many of those Holidays are observed in conjunction with academic programming. The current 2022 Calendar established no observed leave days during the week of spring break.

After researching the current leave policy, observed holidays in 2022, all staff types and classifications, operational unit impact, and other USM institution leave plans for that same period, in lieu of additional Administrative leave on those dates, SU will implement Liberal Leave for employees currently scheduled to work during that week.

While the campus will remain open and operational, Liberal Leave will allow certain employees flexibility to use their available personal or annual leave

I believe this action supports the Staff Senate's goal and at the same time fulfills the operational needs of the campus before the Holiday leave period begins. An announcement with this information will be distributed to the campus community shortly. Your support of this action is appreciated.

Staff Senate Response to the VP of Administration & Finance

We appreciate your response but find ourselves disappointed with the decision to allow staff to use earned leave. Morale is down among staff all over campus. We aren't advocating for a shift in how holidays are assigned. We are advocating for recognition that staff are over-stressed and burned out. We feel the importance of mental health is perceived differently for staff than it is for other campus constituencies. Time and time again, staff at SU work diligently to make sure the work we do has a positive impact on the campus. And time and time again, it is staff that is overlooked. Over the past two years, the entire campus community came together to ensure students were able to continue their education during unprecedented times. That could not have happened without a dedicated workforce.