

## Tentative Agreement

### ARTICLE 38 UNIVERSITY CALENDAR

38.§1 UNIVERSITY/ACADEMIC-YEAR CALENDAR. Western shall have the right to determine the University calendar in accordance with the definitions of "semester" and "session" specified in Article 2, Definitions. The Chapter shall have the right to negotiate the specific dates for each academic calendar, which identifies the pertinent dates of each "semester" and "session" which define the workload of bargaining unit faculty members, prior to the publication of such dates by Western. The academic-year calendar is understood to be a subset of the University calendar (see Appendix D, Western Michigan University Calendar).

38.§2 WORK OUTSIDE CALENDAR. Western and the Chapter recognize that a variety of the legitimate responsibilities of academic-year faculty (e.g., registration, department orientation/organization meetings, retreats, committee assignments, and grading situations) fall outside the academic calendar, that is, before the fall semester begins, between the fall and spring semesters, **during the fall and spring breaks**, and after the spring semester ends. Western will follow present procedures to cover these assignments. If Western is unable to ensure faculty coverage for such legitimate responsibilities, Western will notify the Chapter before assigning faculty to such tasks.

38.§3 FINAL EXAMINATIONS. In every class taught, all faculty shall give a final examination, i.e., some form of comprehensive evaluative academic exercise appropriate to the course content and according to the published schedule of examinations, during the last week of the semester (which shall be set aside for final examinations), or at or near the scheduled conclusion of the session. The final evaluative exercise may be distributed before the time scheduled for the final exam providing that it is due and collected on the day during the final week of the semester on which the final exam has been scheduled. Exceptions to the requirement of scheduling a final examination (or other appropriate evaluative activity) may be granted, in writing, at the discretion of the appropriate chair and dean, upon request from the faculty member.

#### 38.§4 HOLIDAYS AND BREAKS DEFINED.

38.§4.1 *Academic Year*. Bargaining unit faculty members on academic or alternate-academic year appointments shall not be required to work during the following University-recognized holidays and breaks: **fall break and spring break**; two (2) days at Thanksgiving; single days for Christmas Eve; Christmas Day; New Year's Eve; New Year's Day; Dr. Martin Luther King, Jr. Day; Memorial Day; Independence Day; Labor Day; and a designated Western Spirit Day (none of these days shall be a Saturday or a Sunday); nor during periods between semesters and sessions when classes are not scheduled to meet, except in the limited circumstances envisioned in 38.§2 of this Agreement.

38.§4.2 *Fiscal Year*. Bargaining unit faculty members with fiscal-year appointments shall not be required to work during the following University-recognized holidays: three (3) days ~~for the fall break~~ **to be taken during either the fall or spring break scheduled by mutual agreement between the faculty member and their supervisor**; two (2) days at Thanksgiving; single days for Christmas Eve; Christmas Day; New Year's Eve; New Year's Day; Dr. Martin Luther King, Jr. Day; Memorial Day; Independence Day; Labor Day; and a designated Western Spirit Day (none of these days shall be a Saturday or Sunday). In addition, fiscal-year faculty members shall receive one personal day to be mutually agreed upon by the faculty member and ~~his/her~~ **their** supervisor.

38.§4.3 *Calendar*. The academic-year calendars for the duration of this contract and the academic year following are in Appendix D, Western Michigan University Calendar, of this Agreement. University-recognized holidays and breaks (38.§4, above) are specified in Appendix D.

**Tentative Agreement**

WMU: \_\_\_\_\_ *Kang Man Seon*

WMU-AAUP: \_\_\_\_\_ *Arbitrator DeCamp*

Date: \_\_\_\_\_ July 1, 2021

Date: \_\_\_\_\_ July 1, 2021