

COLLECTIVE BARGAINING UNIT	CONTRACT ARTICLE	CONTRACT LANGUAGE – FINAL PAYCHECKS AS OF 5/18/2016
CX – Clerical – Teamsters Local 2010	Article 32 – Resignation/Job Abandonment	With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time and vacation hours) shall be paid to the employee in a timely manner, not to exceed ten (10) calendar days and in conformance with appropriate sections of the Labor Code.
SX – AFSCME - Service	Article 34 – Resignation & Job Abandonment	<p>A. RESIGNATION</p> <p>Employees who voluntarily separate from employment are, by definition, considered to have resigned their employment with the University.</p> <p>1 c. With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time and vacation hours) shall be paid to the employee in a timely manner normally ten (10) calendar days. Retirement compensation shall be provided pursuant to retirement plan regulations.</p> <p>Upon the employee’s request, the final paycheck may be mailed to an address designated by the employee. Otherwise, the final paycheck shall be distributed through the employee’s normal election (paper check or electronic deposit)</p> <p>If the date of pay falls on a Saturday, Sunday, or weekday holiday, actual payment may be made on the next business day. Monday through Friday will be considered business days (including Medical Centers and other 24/7 operations).</p> <p>A 2. An employee who retires or otherwise voluntarily separates from a position with the University and does not provide at least 10 calendar days prior to the effective date of such resignation, consistent with section A.1. above , shall be issued his/her final pay (including earnings to date, overtime, compensatory time and vacation hours) no later than the next regular pay day in which the earnings for the final date(s) of work would have been normally paid.</p>
EX – AFSCME – Patient Care Technical	Article 34 Resignation and Job Abandonment	<p>A. Employees who voluntarily separate from employment are, by definition, considered to have resigned their employment with the University.</p> <p>An employee who retires or otherwise voluntarily separates from a position with the University shall be required to submit a letter of resignation as notice of termination at least 15 calendar days prior to the effective date of such resignation</p> <p>A 1. The final paycheck (including earnings to date, overtime, compensatory time and vacation hours) shall be paid to the employee (through the employee’s normal election: paper check or electronic deposit) on the day of separation when:</p> <ul style="list-style-type: none"> a. An employee is discharged; b. An employee has a predetermined ending date; or c. An employee has given at least ten (10) calendar days notice of intention to quit. <p>A 2. If the date of pay falls on a Saturday, Sunday, or weekday holiday,</p>

actual payment may be made on the next business day. Monday through Friday will be considered business days (including Medical Centers and other 24/7 operations).

B. An employee who retires or otherwise voluntarily separates from a position with the University and does not provide at least ten (10) calendar day's notice prior to the effective date of such resignation, consistent with Section A.1. above, shall be issued his/her final pay (including earnings to date, overtime, compensatory time and vacation hours) no later than the next regular pay day in which the earnings for the final date(s) of work would have been normally paid. The final paycheck shall be distributed through the employee's normal election (paper check or electronic deposit).

**TX – UPTE-CWA
– Technical Unit**

Article 35 – Resignation/Job
Abandonment

C. FINAL PAYCHECK

1. With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time, and vacation hours) shall be paid to the employee no later than the next regular pay day in which the earnings for the dates worked would normally be paid. If the employee gives at least fifteen (15) calendar days' notice of his/her intention to resign, the final paycheck will be provided on the last day of work. Retirement compensation shall be provided pursuant to retirement plan regulations.

C 2. Upon the employee's request, the final paycheck may be mailed to an address designated by the employee. Otherwise, the final check will be paid to the employee through the employee's normal election: paper check or electronic deposit. If the date of pay falls on a Saturday, Sunday, or weekday holiday, actual payment may be on the next business day. Monday through Friday will be considered business days at all locations including Medical Centers and other 24-hour/7-day operations.

**RX – UPTE-
CWA- Research
Support
Professionals**

Article 35 – Resignation/Job
Abandonment

C. FINAL PAYCHECK

1. With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time, and vacation hours) shall be paid to the employee no later than the next regular pay day in which the earnings for the dates worked would normally be paid. If the employee gives at least fifteen (15) calendar days' notice of his/her intention to resign, the final paycheck will be provided on the last day of work. Retirement compensation shall be provided pursuant to retirement plan regulations.

C 2. Upon the employee's request, the final paycheck may be mailed to an address designated by the employee. Otherwise, the final check will be paid to the employee through the employee's normal election: paper check or electronic deposit. If the date of pay falls on a Saturday, Sunday, or weekday holiday, actual payment may be on the next business day. Monday through Friday will be considered business days at all locations including Medical Centers and other 24-hour/7-day operations.

**HX – UPTE-CWA
– Health Care
Professionals**

Article 33 – Resignation/Job
Abandonment

A. RESIGNATION

4. Final Paycheck

a. With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time and vacation hours) shall be paid to the employee in a timely manner, normally, within seventy-two (72) hours. If the employee gave seventy-two (72) hours or more notice, the final paycheck will be provided on the last day of work. Retirement

compensation shall be provided pursuant to retirement plan regulations.

b. When an employee does not give seventy-two (72) hours notice of intention to resign, the University shall make the final paycheck available within seventy-two (72) hours. Upon the employee's request, the final paycheck may be mailed to an address designated by the employee. Otherwise, it will be mailed to the employee's last known mailing address on file. If the date of pay falls on a Saturday, Sunday, or weekday holiday, actual payment may be on the next business day. Monday through Friday will be considered business days at all locations including Medical Centers and other 24-hour/7-day operations.

**F-3 – IAFF -
Firefighters**

**Article 33 – Resignation/Job
Abandonment**

A. RESIGNATION

1. Employees who voluntarily separate from employment with the University, other than retirement, are considered to have resigned their employment with the University.

2. Upon the employee's submission of a written notice of resignation there shall be no withdrawal or rescinding of the resignation except by the written mutual agreement of the University and the employee.

3. In the event an employee provides an oral notice of resignation, s/he may rescind such notice within two (2) scheduled work days following the oral notice. If such oral notice is not rescinded within the two (2) work-day limit, there shall be no withdrawal or rescission of her/his resignation except by the written mutual agreement of the University and the employee.

4. With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time and vacation hours) shall be paid to the employee in a timely manner, normally, within seventy-two (72) hours, and in conformance with appropriate sections of the Labor Code. Retirement compensation shall be provided pursuant to retirement plan regulations.

DX - UAPD

**Article 32 – Resignation/Job
Abandonment**

C. Final Paycheck

1. The final paycheck (including earnings to date and vacation hours) shall be paid to the employee no later than the next regular pay day in which the earnings for the dates worked would normally be paid. If the employee gives at least fifteen (15) calendar days' notice of his/her intention to resign, the final paycheck will be provided on the last day of work. Retirement compensation shall be provided pursuant to retirement plan regulations.

2. Upon the employee's request, the final paycheck may be mailed to an address designated by the employee. Otherwise, the final check will be paid to the employee through the employee's normal election: paper check or electronic deposit. If the date of pay falls on a Saturday, Sunday, or weekday holiday, actual payment may be on the next business day. Monday through Friday will be considered business days at all locations.
