



The University of Vermont

TO: University of Vermont Non-Represented Staff
FROM: Patricia A. Prelock, Provost and Senior Vice President
DATE: October 30, 2020
SUBJECT: My Gratitude and Winter Break Days and President's Day Holiday

This has been a difficult year for all of us. I'm writing to thank you for your dedication to the university and our students, and for the sacrifices you have made as a result of the wage reductions that were necessary to help balance the university budget. I know this has not been easy and concerns remain about additional reductions in benefits. I assure you that there are no changes in benefits on the horizon for non-represented staff, including no reductions to university-sponsored retirement contributions.

UVM Staff members have been instrumental in our drive for academic excellence and in creating and sustaining a safe and successful fall semester for our entire community. In recognition of your dedicated efforts and wage decrease, and as was shared with the Staff Council Executive Board on Monday of this week, I am pleased to announce the addition of three winter break days for non-represented staff this year on December 21, 22, and 23.

As you may know, at its September meeting, the Faculty Senate approved revisions to the spring semester calendar in accord with the State of Vermont COVID-19 mandatory guidance for colleges and universities. The university will now be open with classes in session on President's Day. To ensure staff do not lose this holiday, we asked for and accepted the Staff Council's suggestion that President's Day, February 15, 2021, be treated as a floating holiday. Staff members should talk with their supervisors about taking President's Day or a different paid day off. This floating holiday must be scheduled and used on or before June 30, 2021.

Over the last eight months, we have faced challenge upon challenge, and we have risen to each one. Staff members have leaned into their responsibilities with remarkable dedication and strength of purpose. You planned and pivoted, acted quickly and never lost sight of our responsibility to provide the best possible educational experience to our students despite a global pandemic. This took innovation, collaboration, and incredibly hard work to ensure that our campus could reopen safely and remain open.

Regardless of the role you play on our campus your work is essential to our success and I am grateful for your contributions to our community.

I hope that you will use the three additional paid winter break days to spend time relaxing and just being with family and friends.