



University Human Resources  
Office of Labor Relations  
205 East 42nd Street  
New York, NY 10017  
T.646.664-2970

June 6, 2024

Dr. James Davis  
President  
Professional Staff Congress/CUNY  
61 Broadway, Suite 1500  
New York, New York 10006

Dear Dr. Davis:

Enclosed please find the fully-executed letter agreement between The City University of New York and the Professional Staff Congress/CUNY concerning the Annual Leave Use Extension for 2024.

Sincerely,

*Alex Bernstein*

Alex Bernstein  
University Executive Director  
Instructional Staff Labor Relations

Enclosures

cc: Senior Vice Chancellor Doriane K. Gloria  
Carmelo Batista, Jr.  
Ms. Anais Surkin



Senior Vice Chancellor  
University Human Resources and Labor Relations  
The City University of New York  
395 Hudson Street  
New York, NY 10014  
Tel: 646-664-3308

May 22, 2024

James Davis, Ph.D.  
President  
Professional Staff Congress/CUNY 61  
Broadway – Suite 1500  
New York, New York 10006

***Re: Extension of Annual Leave Use Deadline for 2024 – Article 14.9(a)***

Dear Dr. Davis:

For the annual leave year ending August 31, 2024, the August 31 deadline to use annual leave will be extended to December 31, 2024, as follows:

- Annual leave above the contractual cap (45 days or the personal accrual maximum as of August 31, 1987) as of the close of business August 31, 2024 may be carried into the annual leave year that begins September 1, 2024.
- The annual leave balance in excess of forty-five (45) working days or in excess of the personal accrual maximum as of August 31, 1987, will be deducted from the employee's accrual balance on December 31, 2024.
- The provisions of Article 14.9(b) concerning compensation for an annual leave balance if the employee is separated from service will remain in effect, except that, for the annual leave year ending on August 31, 2024 only, the annual leave payment due to the employee upon separation, or to his/her estate, shall be the lesser of: (1) the leave balance to the employee's credit on the date of resignation, retirement or death; or (2) the contractual cap, (45 days or the personal accrual maximum as of August 31, 1987).
- The parties agree that nothing in this agreement is intended to alter the provisions of Article 14.9(b), except as specifically set forth in this agreement.
- The provisions of Article 14.7 concerning unscheduled holidays remain in effect, and unscheduled holidays from the annual leave year ending August 31, 2024 will not be carried over.

Please indicate your agreement to these terms by signing and dating below.

June 4, 2024

City University of New York

Date

May 30, 2024

Professional Staff Congress/CUNY

Date