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ARTICLE 15: INTER-SYSTEM MOVEMENT AND TRANSFER

Permanent state employees who transfer employment without a break in service between Higher Education institutions, state agencies, state board, or other state funded entities will have their unused sick and vacation time off, months of service, retirement, and other state benefits transferred to their new place of employment to the extent allowed by state law and this Agreement.

Months of service toward a higher vacation accrual rate shall include all time spent in non-academic appointments (which includes service in classified, professional, and certain civil service exempt staff positions), up to the date of entering into the bargaining unit including prior state service credit as applicable. Unused sick and vacation time off balances of permanent employees changing employment between bargaining unit and non- bargaining unit positions shall move with the employee.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026