

VACATION ALLOWED

Engineers are entitled to annual vacation on the following graduated basis as long as they have 180 qualifying days:

<u>Years of Service</u>	<u>Entitled Vacation</u>
1 Year (150 Days Yard 180 Days Road)	1 Week
Two Years and less than 8 Years	2 Weeks
Eight Years and less than 17 Years	3 Weeks
Seventeen Years and less than 25 Years	4 Weeks
Twenty-five and more	5 Weeks

During the calendar year in which an employee's vacation entitlement will increase on the anniversary date, such employee shall be permitted to schedule the additional vacation time to which entitled on the anniversary date at any time during that calendar year. Your vacation location is set by your preponderance of service between April 1st and September 30th.

**There is a qualifier for vacation starts, you receive 1.3 days for each road start and 1.6 for a yard start you make. In addition, you accrue a day towards vacation starts with every day you are available on an extra board.*

Personal Leave Days

Employees in road freight service covered by this Agreement and not covered by the National Paid Holiday Rules shall be provided with personal leave days on the following basis:

Years of Service	Personal Leave Days
Less than five years	3 days
Five years and less than 10 years	5 days
Ten years and less than 15 years	7 days
Fifteen years and less than 20 years	9 days
Twenty years or more	11 days

**As updated by the 2001 National Agreement an employee must have 180 starts in order to qualify for PL days the following year. The same multiplier used for vacations starts is used, however, you will lose credit for the entire half of extra board availability if you have an unpaid layoff during the pay half.*