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 Management reserves the right to modify this proposal

*Management counter proposal  
 "Paid Time Off"  
 Article 7.F*

Article 7 – Benefits

F. Paid Time Off (PTO)

Accrual of PTO will follow the following grid:

Length of Service Years (Months)	Accrual rate per hour	Maximum annual hours possible
<u>&lt; 2 years 0-1 years (0-23)</u>	<u>0.0731</u>	<u>152</u>
<u>2 years (24-35)</u>	<u>0.0769</u>	<u>160</u>
<u>3 years (36-47)</u>	<u>0.0813</u>	<u>169</u>
<u>4 years (48-59)</u>	<u>0.0856</u>	<u>178</u>
<u>5 years (60-71)</u>	<u>0.0899</u>	<u>187</u>
<u>6 years (72-83)</u>	<u>0.0942</u>	<u>196</u>
<u>7 years (84-95)</u>	<u>0.0986</u>	<u>205</u>
<u>8 years (96-107)</u>	<u>0.1029</u>	<u>214</u>
<u>9 years (108-119)</u>	<u>0.1072</u>	<u>223</u>
<u>10 years (120-131)</u>	<u>0.1115</u>	<u>232</u>
<u>11 years (132-143)</u>	<u>0.1154</u>	<u>240</u>
<u>12 years (144-155)</u>	<u>0.1192</u>	<u>248</u>
<u>13 years (156-167)</u>	<u>0.1231</u>	<u>256</u>
<u>14 years (169-179)</u>	<u>0.1270</u>	<u>264</u>
<u>15+ years (180+)</u>	<u>0.1308</u>	<u>272</u>

The paid time off program consists of various paid time off elements that work together under the direction of the employee to make sure that time away from work can be enjoyed without a reduction in pay. The program allows for the accrual of paid time off based on the longevity of the employee.

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Limits on vacation sign-up and approval will be related to total work group(s) time off (PTO/vacation) accrual rate. Employee's vacation sign-up will be limited to their PTO accrual (currently banked and accrued during the sign-up period.)

~~PTO is used for holidays, illness not covered by extended sick leave (ESL), vacations or other elective time. PTO is also used in conjunction with Short Term Disability pay to maintain the full income level while disabled until the PTO is exhausted.~~

The design, content and implementation schedule for this program will be discussed with the bargaining unit ~~by between August 1 and~~ September 16 of each year. If agreement is not reached regarding the program, ~~seniority will be used to award time off until agreement is reached~~ a traditional plan will be negotiated and implemented ~~with the next open enrollment until agreement is reached.~~