

**Article 5: Vacation & Holidays**  
**Applies to Central Load Planner Employees Agreement**  
**Article 5.A**

**A. Vacation**

1. The calendar year in which vacation is accrued is “the Accrual Year.” The calendar year in which vacation is scheduled and taken is “the vacation Usage Year.” For all employees (excluding new hire probationary employees), vacation will be scheduled for and taken during the vacation Usage Year beginning January 1 following the Accrual Year in which the vacation was accrued. Employees in probationary status as of January 1 of the vacation Usage Year become eligible to use accrued vacation when they complete probation.

2. Accrual of Vacation Employees will accrue vacation as follows:

a. An employee whose accrued vacation upon the Effective Date of this Agreement would be less than the accrued vacation the employee received on the day prior to the Effective Date will continue to receive the same vacation accrual until the date on which the employee’s accrual under this Agreement equals or exceeds the accrual the employee received prior to the Effective Date.

b. A employee in active paid service (including any Authorized Unpaid Time Off (AUTO)) will accrue vacation during the Accrual Year based on the employee’s completed years of Vacation Seniority (as reflected by the Vacation Seniority Date) as of December 31 of the Accrual Year, as follows:

<u>Completed Years of Service</u>	<u>Vacation Weeks/Hours</u>
Less than 1 year	Up to 1 week/40 hours (prorated)
1 to 8 years	2 weeks/80 hours regular
9 to 15 years	3 weeks/120 hours regular
16 to 23 years	4 weeks/160 hours regular
24 to 28 years	5 weeks/200 hours regular
29 or more years	6 weeks/240 hours regular

c. Beginning on January 1, 2027, a full-time employee in active paid service (including any Authorized Unpaid Time Off (AUTO)) will accrue vacation during the Accrual Year for use in the vacation Usage Year based on the employee’s completed years of vacation seniority (as reflected by the Vacation Seniority Date) as of December 31 of the Accrual Year, as follows:

<u>Completed Years of Service</u>	<u>Vacation Weeks/Hours</u>
<u>Less than 1 year</u>	<u>Up to 1 week/40 hours (prorated)</u>
<u>1 year</u>	<u>2 weeks/80 hours regular</u>
<u>4 years</u>	<u>3 weeks/120 hours regular</u>
<u>11 years</u>	<u>4 weeks/160 hours regular</u>
<u>17 years</u>	<u>5 weeks/200 hours regular</u>
<u>24 or more years</u>	<u>6 weeks/240 hours regular</u>