

**17. Vacation**

17.1 Vacation accrual shall be accumulated on the following basis:

<b>Years of Service</b>	<b>Annual Accrual Hours</b>
0-1	88
Beginning of 2 <sup>nd</sup> year	96
Beginning of 3 <sup>rd</sup> year	104
Beginning of 4 <sup>th</sup> year	112
Beginning of 5 <sup>th</sup> year	120
Beginning of 6 <sup>th</sup> year	128
Beginning of 7 <sup>th</sup> year	128
Beginning of 8 <sup>th</sup> year	136
Beginning of 9 <sup>th</sup> year	136
Beginning of 10 <sup>th</sup> year	144
Beginning of 11 <sup>th</sup> year	144
Beginning of 12 <sup>th</sup> year	152
Beginning of 13 <sup>th</sup> year	160
Beginning of 14 <sup>th</sup> year	168
Beginning of 15 <sup>th</sup> year	176
Beginning of 20 <sup>th</sup> year	200

17.1. All vacation pay shall be accrued, and in the event an employee's employment is terminated for any reason, the employee shall receive, upon his/her termination, the vacation pay which he/she have coming to him/her at that time on a pro-rata basis. No more than four consecutive weeks vacation can be taken at one time.

17.2. In computing vacation pay, length of service shall be based upon the anniversary date of the day an employee commences employment.

17.3. Vacation carry over maximums are set at the following:

0-5 years of employment	120 hours maximum
6-10 years of employment	180 hours maximum
11 years and longer of employment	300 hours maximum