

MEMORANDUM OF UNDERSTANDING

Additional Vacation Carryover

2005-2007

Under the provisions of 13/5/2/B of the 2005-07 contract, exempt and non-exempt employees in the bargaining unit earn additional annual leave credits effective January 2005. Notwithstanding 6/3/2/B/3 of the 2005-07 contract, employees shall be permitted a one-time opportunity to carry over any unused additional annual leave credits earned under 13/5/2/B, into the first six (6) months of calendar year 2007. This carryover is in addition to the forty (40) hours permitted in 6/3/2/B/3. In the event the Employer does not allow an employee to use the additional vacation carryover by June 30, 2007 in accordance with the remaining provisions and limitations of Section 3, those unused additional annual leave credits will be carried over into the second six (6) months of calendar year 2007 and must be used by no later than December 31, 2007. In addition, during calendar years 2006 and 2007 employees when they so request will be permitted to substitute annual leave in lieu of sick leave under 13/4/2/B.