

LA 25

LABOR AGREEMENT INTERPRETATION

SUBJECT: Vacation Allowance of General Construction Employees
Transferring to a Division or Department

TITLE 211 - VACATIONS - Physical Agreement

An employee who has qualified for a vacation as provided in Title 311 and who has transferred from a General Construction department to a Division, Department of Pipe Line Operations, Central Stores, or the Building Department of the General Office, shall, for the purpose of computing vacation entitlement, use January 1 as a vacation anniversary date.

In the calendar year in which he transfers from General Construction he shall be entitled to take the unused vacation earned in the previous calendar year(s) under Title 311. In the calendar year following his transfer, he shall be entitled to take vacation based on the application of Title 211 to the year in which the transfer occurred and unused vacation previously earned under the provisions of Title 311. In each subsequent year, he may take his vacation based on the application of Title 211 to the preceding calendar year.

Any such employee who leaves the service of the Company for any reason shall be paid a vacation allowance of 1/12th of his annual vacation pay for each 30 calendar days of service beyond January 1 of the year in which he leaves the Company's service, plus any unused vacation earned in the year(s) preceding his severance.

This Labor Agreement Interpretation shall be effective commencing January 1, 1965.

For Union Ronald T. Westley
Its Business Manager

For Company J. J. Thompson
Its Manager of
Industrial Relations

Date 1/13/65