

8-26-82

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FOR INTRA-COMPANY USES

From Division or Department **INDUSTRIAL RELATIONS**
FILE NO.
RE LETTER OF SUBJECT **Title 8**
To Division or Department **Service Anniversary Vacation**

August 26, 1982

MR. D. A. SCHULTZ
MS. D. FORTIER:

In response to your request for an interpretation of Title 8 - Vacation, Section 8.3, both (a) and (b), it is our opinion that the policy stated in the first sentence of your letter is incorrect. A sentence of each subsection reads: "The service anniversary/bonus vacation, as herein provided, vests on the first day of each calendar year in which an employee qualifies for a service anniversary/bonus vacation and must be taken in that calendar year."

Clearly, an employee who has not taken his service anniversary or bonus vacation at the time he leaves the Company, is entitled to be paid for such vacation, provided, of course, that it is in the year in which he is entitled to either the service anniversary or the bonus vacation.


I. WAYLAND BONEBRIGHT

IWB(3425):RS

cc: Mr. Jack McNally, IBEW

AUG 16 1982

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FOR INTRA - COMPANY USES

From Division or Department VICE PRESIDENT AND COMPTROLLER
Personnel Section

FILE NO.

RE LETTER OF SUBJECT Title 8
Service Anniversary Vacation

To Division or Department

August 10, 1982

MESSRS. I. W. BONBRIGHT - Industrial Relations Manager
J. K. MCNALLY - Business Manager-IBEW-Local 1245

It has come to the attention of the Joint Grievance Committee in the V. P. & Comptroller's Organization that accrued Service Anniversary Vacation is not paid out to an employee who quits the Company voluntarily. It is however paid out if an employee is laid off or retires. This practice concerning Title 8 of the Company/ Union Agreement was recently obtained from the Payroll Section and it applies to all employees in the Company. We are bringing it to your attention to determine whether this practice is consistent with our agreements. Please clarify this for us.

Sincerely,

FOR COMPANY

FOR UNION

D. A. Schultz
D. A. SCHULTZ
Personnel Representative

D. Fortier
D. FORTIER
Business Representative

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