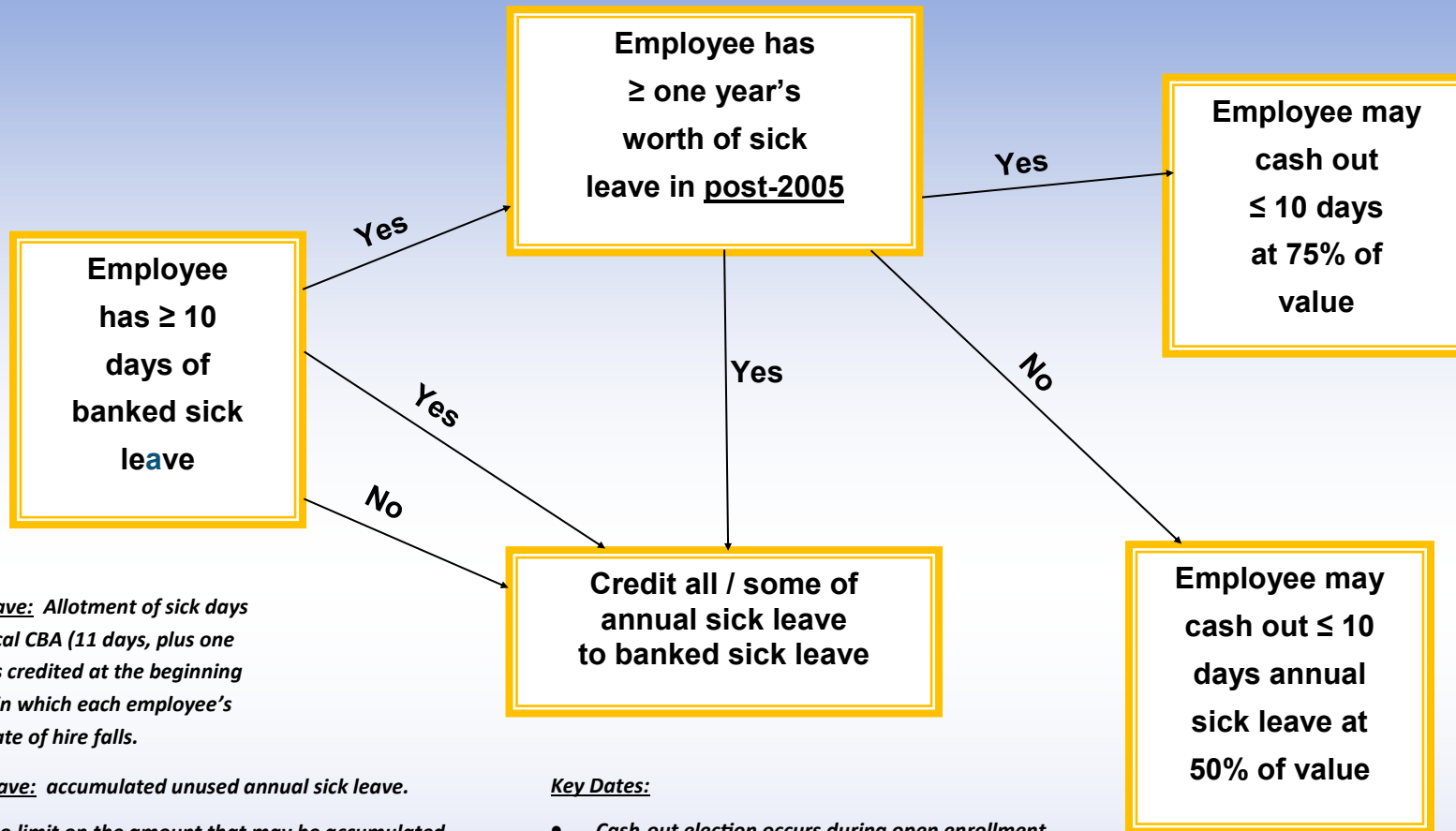


Options for Unused Annual Sick Leave Under the National Agreement



Annual sick leave: Allotment of sick days reflected in local CBA (11 days, plus one float), which is credited at the beginning of pay period in which each employee's anniversary date of hire falls.

Banked sick leave: accumulated unused annual sick leave.

- There is no limit on the amount that may be accumulated, regardless of limitations on accumulation that may be contained in local CBAs.
- May only be used following exhaustion of annual sick leave, or for statutory leaves (e.g., FMLA, workers' compensation etc.)

Banked Hours

Pre-2006: Banked hours count as time worked for purposes of pension.

Post-2005: Convert at 80% to sick leave Health Reimbursement Account (HRA).

Post 2005 sick leave HRA eligibility:

- *15 years of service and 55 years of age at time of retirement
- *Benefit eligible at time of retirement

Key Dates:

- Cash-out election occurs during open enrollment.
- Employee receives cash-out on the anniversary date following open enrollment.

