

**PAID LEAVE BALANCES, ANNIVERSARY DATES AND
ACCESS TO PAID LEAVE FOR REHIRED EMPLOYEES**

| SICK LEAVE | | |
|---|-------------------------|--|
| Employees separated <i>before the 90th day</i> of employment | | |
| if <i>ever</i> rehired | <i>balance</i> | none |
| | <i>anniversary date</i> | date of rehire |
| | <i>access</i> | 90 days following first day in paid status |
| Employees separated <i>on or after the 90th day</i> of employment | | |
| rehired <i>within one year</i> of separation | <i>balance</i> | regain previous balance |
| | <i>anniversary date</i> | previous anniversary date |
| | <i>access</i> | date of rehire |
| rehired <i>after one year</i> of separation | <i>balance</i> | none |
| | <i>anniversary date</i> | date of rehire |
| | <i>access</i> | 90 days following first day in paid status |

| VACATION | | |
|--|-------------------------|--|
| Employees separated <i>within one year</i> of continuous service and that <i>have not</i> worked at least one year after having worked more than 1040 hours within a rolling 12 month period (for SEIU, Local 1021 Misc. and Local 21) (i.e., those <i>not</i> earning vacation at the time of their separation). | | |
| if <i>ever</i> rehired | <i>balance</i> | none |
| | <i>anniversary date</i> | date of rehire |
| | <i>access</i> | one year of continuous service or one year after having worked more than 1040 hours within a rolling 12 month period (for SEIU, Local 1021 Misc. and Local 21) |
| Employees separated <i>after one year</i> of continuous service or those that <i>have</i> worked at least one year after having worked more than 1040 hours within a rolling 12 month period (for SEIU, Local 1021 Misc. and Local 21) (i.e., those <i>earning</i> vacation at the time of their separation). | | |
| rehired <i>within six months</i> of separation | <i>balance</i> | none (as was cashed out upon earlier separation) |
| | <i>anniversary date</i> | previous anniversary date |
| | <i>access</i> | date of rehire |
| rehired <i>after six months</i> of separation | <i>balance</i> | none |
| | <i>anniversary date</i> | date of rehire |
| | <i>access</i> | one year of continuous service or one year after having worked more than 1040 hours within a rolling 12 month period (for SEIU, Local 1021 Misc. and Local 21) |

FLOATING AND IN-LIEU LEGAL HOLIDAYS

Employees rehired within the same fiscal year regain any unused floating and in-lieu holiday balances. Employees rehired in a fiscal year subsequent to their separation lose any previous balances.

COMPENSATORY TIME

Upon separation,

- ***Non-“Z” and “L” Symbol (FLSA-covered)***: cashed out.
- ***“Z” Symbol (FLSA-exempt)***: all balances are cancelled and cannot be regained upon rehire.

HOLDOVERS

Maintain balances, accrual rates and anniversary dates while on the holdover roster which are accessible if rehired while on the holdover roster. Those that elect to move from involuntary leave to involuntary layoff in order to cash out their vacation balances maintain their accrual rates and anniversary dates, but must pay the 2% contribution to the Retiree Health Care Trust Fund (RHCTF) if rehired.

SALARY ANNIVERSARY DATE

Date of rehire.