

ARTICLE III-A – VACATIONS

- A. Accrual. - Each regular full-time and part-time Registered nurse who is employed as of January 1, 2010, and who has opted out of the PTO system before January 1, 2010, shall accrue vacations as follows:
1. From and after the Registered nurse's most recent date of employment until the nurse's fourth (4th) anniversary of continuous employment--0.0384 hours per compensable hour, not to exceed eighty (80) compensable hours in each two (2) consecutive workweek period (approximately two (2) weeks of vacation per year with eighty (80) hours' pay for a full-time nurse);
 2. From and after the Registered nurse's fourth (4th) anniversary of continuous employment until the nurse's ninth (9th) anniversary of continuous employment--0.0577 hours per compensable hour, not to exceed eighty (80) compensable hours in each two (2) consecutive workweek period (approximately three (3) weeks of vacation per year with one-hundred and twenty (120) hours' pay for a full-time nurse);
 3. From and after the Registered nurse's ninth (9th) anniversary of continuous employment--0.0769 hours per compensable hour, not to exceed eighty (80) compensable hours in each two (2) consecutive workweek period (approximately four (4) weeks of vacation per year with one-hundred and sixty (160) hours' pay for a full-time nurse).
 4. If a Registered nurse quits and is reemployed within twelve (12) months, the nurse's "most recent date of employment" will be calculated as if the quit had not occurred.
 5. Vacations accrued during an anniversary year may be carried over from one anniversary year to the next. A Registered nurse's accrued

but unused vacation may not exceed the combined total of two (2) years' earned vacations.

6. Accrued vacation may not be used until the Registered nurse has been continuously employed for at least six (6) months, except in the case of a mandatory Low Census (if requested by the nurse).

- B. Compensable Hour. - A compensable hour under A above shall include only hours directly compensated by the Medical Center, and shall not include hours while on layoff, standby hours not actually worked, hours compensated through third parties, hours paid in lieu of notice of termination, or hours while in resource or temporary nurse status.
- C. Rate of Pay. - Vacation pay will be computed at the Registered nurse's regular hourly rate of pay, including applicable differentials provided by appendices hereto, at the time of use.
- D. Pay Upon Termination. - Accrued but unused vacation will be paid a regular Registered nurse upon termination of employment, provided (1) the nurse has been continuously employed not less than six (6) months and (2) such vacation has not been forfeited as provided in the Employment Status article of this Agreement.