

## TEAM Information Sheet

### Personal Leave Days

- Prior to 1997, our normal working hours per day was 7 hours and 15 minutes.\*
- We had the opportunity to voluntarily participate in the Accumulated Days Off (ADO) program. Thirteen ADOs were earned by working an extra 23 minutes a day.\*
- The 1995 contract negotiations saw the ADO program replaced by the five Personal Leave Days (PLDs) we have today, and the normal working hours increased from 7 hours and 15 minutes to 7 hours and 30 minutes.

It was acknowledged that the extra time worked was greater than the actual amount of time required to accumulate the five PLDs. The Company compensated for the additional time worked over and above the time to earn the PLDs with a 1.5% salary increase.

A rough calculation:

- One day off is equal to 1.77 minutes i.e. 23 minutes / 13 ADO days.
- 1.77 minutes x 5 PLDs = an extra 8.85 minutes each day.
- 15 minutes - 8.85 minutes for the five PLDs = 6.15 minutes that were compensated for with a salary increase.

From the memorandum of agreement:

#### **Hours of Work**

**Elimination of ADO's, effective Jan. 1/97 – replaced with five (5) personal leave days and a reduction of daily work time from 7 hr. 38 min. to 7 hr. 30 min.**

**Also included in the ADO elimination is the 1.5% salary increase, effective Jan. 4, 1997, which is to make the balance of lost time/dollars equitable.**

- In summary, approximately 9 minutes of our workday earns us 5 PLDs per year. A reduction in the number of PLDs without a reduction in the normal working hours equates to a reduction in pay i.e. we would work more hours for the same pay.

\*MTS 1993 General Circular 206.02.