

Years of Service	Accrual (Calendar Year)	Monthly Accrual Rate
< 1 year	Prorated upon hire date using Category 1 calculations	n/a
After 1 year	15 days (120 hours)	10 hours
After 3 years	18 days (144 hours)	12 hours
After 6 years	21 days (168 hours)	14 hours
After 10 years	25 days (200 hours)	16.67 hours