



VACATION DECLARATION ROUND

The new vacation bidding procedures include something distinctly different from the procedures of the old contract: a “vacation declaration” round. This pre-bidding round was created for the express purpose of allowing our agents to determine how many block weeks versus how many DATs they wanted to use in the following calendar year. This declaration round must begin no later than Oct 15, must be open for at least 10 calendar days, and there must be at least 5 days between the close of the declaration round and the opening of the first week of block week bidding. *It is important that you participate in this declaration round, as those who fail to do so will be automatically given all block weeks for the following calendar year.*

What also makes this vacation declaration round so important is that the company will use the numbers from the declaration round to determine the number of block weeks and the numbers of DATs available for each day in your bid location. Agents who don’t bid during this declaration round will not only be stuck with all block weeks, but they also lower the total number of vacation days available for our members to bid for. Don’t ignore it!

An employee may bid consecutive weeks, and if his seniority will hold the specific period for which he bid, he will be awarded his bid vacation. If his seniority will not hold all the consecutive weeks, then the bid will not be awarded for any of the weeks.

We’re approaching that time of the year again! You can find information covering the proper vacation bidding procedures in Article 14 of your contract. We highly encourage you to read (and reread) this part of your contract, as much of the language has changed since the orange book.

DAT DAYS

In contrast to the orange contract, agents are no longer required to bid at least one five day block of vacation. This means that you have the option of setting aside all your vacation time as DATs. As mentioned earlier, you will designate how much of your vacation you want as DAT days during the “vacation declaration” period prior to the first round of vacation bidding.

DAT days are awarded based on classification seniority. Employees may request a DAT any time after the bid closes. Any DATs requested with less than 24 hours notice can be awarded at management’s discretion. A DAT day will be awarded if 24 hours notice is given, the day is available, and the minimum allotment has not been met.

The company can not force you to use vacation time for qualifying FMLA leave. It is now your choice whether or not to use vacation time.

CALCULATING MINIMUM AVAILABLE VACATION TIME

Our amended contract also includes new language on how many block weeks and how many DATs must be available each day for bidding:

Block week formula:

1. Number of block weeks bid during declaration round.
2. Divided by 52.
3. Answer rounded to the nearest whole number. (In cases where the number is rounded down...)
4. Take the remaining fractional number.
5. Multiply by 52.
6. Answer, rounded up to the nearest whole, determines the number of extra block weeks available on the bid.

DAT day formula:

1. Number of total DAT days bid during declaration round.
2. Divided by 363.
3. Answer rounded up to the nearest whole number.