



International  
**LONGSHORE & WAREHOUSE  
UNION**

February 1, 2012

## **LOCAL 500 BULLETIN**

---

### **Article 11 - Vacations with Pay**

11.01 Employees will be granted vacation pay on the following basis:

- Up to 5 years' service (inclusive) ..... 4% of earnings
- 6 to 10 years' service (inclusive) ..... 7% of earnings
- 11 to 14 years' service (inclusive) ..... 8% of earnings
- 15 to 19 years' service (inclusive) ..... 9% of earnings
- 20 to 24 years' service (inclusive) ..... 10% of earnings
- 25 to 29 years' service (inclusive) ..... 11% of earnings
- 30 to 34 years' service (inclusive) ..... 12% of earnings
- 35 to 39 years' service (inclusive) ..... 13% of earnings
- 40 years' service or more ..... 14% of earnings

A year of service within the meaning of this Section shall be one in which an employee works a minimum of 500 hours between January 1st and December 31st. Due consideration will be given for broken service on account of sickness, injury or other reasonable causes. In order to qualify for service benefits, years of service must be consecutive.

What does this mean?

It means that if in 2011 you achieved 25 consecutive Serviceable Years your vacation entitlement will be paid at 11% on February 8, 2012.

Workers that commenced employment under the BCMEA/ILWU Collective Agreement in 2006 and achieved a Serviceable Year 2006-2008 but failed to get 500 hours in 2009 are being given due consideration because of low work opportunity in 2009.

If you achieved 75% of average non-trades hours, on the board that you were on in 2009, you will not have 2009 counted as "Broken Time". It will not count as a Serviceable Year but you will not have to start over working towards 5 consecutive Serviceable Years.

If you had 75% of average hours in 2009 and achieved Serviceable Years in 2006, 2007, 2008, 2010 and 2011 your Vacation Pay for 2012 will be calculated at 7%. You will collect your 7% Vacation Pay in 2013.

In solidarity

Peter Haines  
Secretary Treasurer