

12.19 Vacation Time

1. Vacation leave for permanent employees

| | |
|--------------|-----------------|
| -0-5 years | 10 working days |
| -6-12 years | 15 working days |
| -13-19 years | 20 working days |
| -20-25 | 25 working days |
| -25 plus | 30 working days |

2. Paid vacation leave for temporary or part time employees is four (4) percent.