

## **MANAGEMENT’S PROPOSAL TO STOP US FROM USING THE VACATION TIME WE EARNED**

Our CBA currently states that we can use “at least” twenty days of annual leave consecutively (CBA 6.2(B)). This part of the CBA is very straightforward: we can take more than 20 days of vacation at a time, upon request.

Even before bargaining started, management has been claiming that “at least” twenty days actually means that employees cannot take any *more* than 20 days off. If this is what the CBA meant, it would read “no more” than 20 days, or “at most” 20 days. They have tried to deny reasonable requests for leave based on their misreading of the CBA in the past, despite being corrected multiple times.

Management is now proposing the CBA be changed to reflect their misinterpretation. This is the language they proposed:

*If the employee so requests, up to twenty (20) annual leave days may be used consecutively. Requests for consecutive annual leave days greater than twenty (20) may be granted only under exceptional circumstances and subject to the review and approval of the Project Director.*

Management said this change is merely “housekeeping”, but in reality it’s a massive giveback that would limit our ability to take our hard-earned vacation days. We all know that Project Directors will use this as an opportunity to deny leave requests, by claiming that there aren’t “exceptional circumstances.” This will only exacerbate the LSNYC-wide issue of staff not using our annual leave time and getting burnt-out as a result.

*This bargaining summary was prepared by the Member Education Committee - contact [allisonhrabar@gmail.com](mailto:allisonhrabar@gmail.com) with questions or to join the Committee.*