

TRANSPORT WORKERS UNION LOCAL 555

CONTRACT CORNER

Vacation

How much vacation time will I have?

If you've been with the Company less than one year, your accrued vacation is based on the completed number of months of service. Here is the breakdown for your vacation accrual:

1 Month - 1 Day	2 Months - 2 Days
3 Months - 3 Days	4/5 Months - 4 Days
6 Months - 5 Days	7 Months - 6 Days
8 Months - 7 Days	9 Months - 8 Days
10/11 Months - 9 Days	12 Months - 10 Days
Years 1-4 10 paid days	Years 5-9 15 paid days
Years 10-17 20 paid days	Years 18+ 25 paid days

*the years of service must be completed. Ex. Your 5th anniversary is February 2025, you'll have three weeks beginning January 2026.

DAT vs FTO vs Freeday (FHL): What's the difference?

DATs are your vacation time accrued based on your years of service.

FTOs are based on hours worked in the current year (2025) for use in the following year (2026). The FTO qualification is 40 hours per month worked, including LWOP. Since the month of October will not be complete by the end of the declaration, an FTO for October will be temporarily counted as being qualified. If an agent fails to qualify for the October FTO, it will be removed prior to January 2026, when FTOs are awarded.

FHL are based on hours worked in a month during the year in which you'd like to use them. You must have 40 qualifying hours per month, including LWOP to acquire an FHL. FHL can be taken in January through October. The company views Thanksgiving and Christmas as your FHL in November and December.

What is a Vacation Declaration?

In October, agents will make their selection in STARS (My Declarations), between Block Weeks and/or Day at a Time Vacation (DAT) and Freedays (FHL) vs Flexible Time Off (FTO). Failure to select will default to DAT and FHL.

How do I use my DAT, FTO or FHL days?

DAT: Agents that declared DAT days are awarded based on classification seniority. Agents may request a DAT/FTO any time after the bid closes.

FTO: Agents that declared FTOs October 2025 may be used beginning in January 2026 and utilized throughout the year in the same manner as DATs in any month, including November and December.

FHL: Agents who declare Freedays, or those who fail to declare and are given Freedays, will bid one per month January 2026 through October 2026, provided the 40 hour per month + LWOP qualification is satisfied.

What else do I need to know?

FTOs do not provide vacation protection like DATs, nor does an FTO protect an agent's days off from mandatory overtime. Leaves of absence may affect your vacation qualification for next year. Your station will perform a 10 month look back in October; any months where the minimum requirement was not met will be subtracted from your available FTO days. At the end of the year, all remaining DAT/FTO days not taken shall be paid on the last pay period of the year. If an agent leaves the work group with leftover FTOs, they are paid out.

Where can I find the contractual language that includes Premium Pay Days?

Articles Fourteen on pages 48-51 & Article Twenty Two on pages 75-75 of the Gold Book C.B.A.

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