BAAQMD (Air District) and the Employees Association (EA)

Tentative Agreement

12.01 Annual Leave

9. The maximum accumulation of annual leave is four hundred and sixty (460) working as of the end of the calendar year. After reaching that limit, no further hours shall be accumulated until the employee reduces the balance below four hundred and sixty (460) hours. On a one-time basis, the maximum accumulation of annual leave will increase to five hundred and fifty (550) hours. This provision will expire on June 30, 2023.

10, Once per calendar year, an employee may exchange unused annual leave in excess of 200 hours, up to a maximum of 40 hours per calendar year, for the equivalent amount in wages. The request may not exceed forty (40) hours per fiscal year. Payment shall be made within **15** working days of the request. On a one-time basis, an employee with an annual leave balance over 460 hours as of December 31, 2020 will be allowed to sell back an additional 40 hours. This provision will expire on December 31, 2021.

11. An employee who is re-hired within five years of their separation by the District as a permanent employee will accrue annual leave at the rate he/she was accruing at the time of separation.

By signing below, the parties agree to recommend approval of this tentative agreement.

For the Air District/Date

For the Employee Association/Date