

Business/Location/Union	PTO (NON-UNION)		PTO (UNION)					Holidays	Floating Days	Additional Information
	First Year	1 Year +	1 week	2 weeks	3 weeks	4 weeks	5 weeks			
Corporate	18 days	23 days						9		PTO prorated based on hire date
	13.5 days	18 days						9		PTO prorated based on hire date
Environmental Solutions	18 days	23 days						9		PTO prorated based on hire date
	13.5 days	18 days						9		PTO prorated based on hire date
Northwest	18 days	23 days						8		PTO prorated based on hire date
	13.5 days	18 days						8		PTO prorated based on hire date
Bellevue			After 1 Year	2 - 7 Years	8 - 14 Years	15 - 19 Years	20+ Years	8	3	
Roosevelt			During 1st Year	2 - 7 Years	8 - 17 Years	18 Years+		7		Extra 2 days for each grouping of days
Seattle RC			After 1 Year	After 2 Years	After 6 Years	After 12 Years		8	2	
Seattle Master Agmt			After 1 Year	After 2 Years	After 8 Years	After 15 Years	After 20 Years	8	4	
Rabanco Machinists			After 1 Year	After 2 Years	After 8 Years	After 15 Years	After 20 Years	8	3	
Rabanco / Kent			After 1 Year	After 2 Years	After 8 Years	After 15 Years	After 20 Years	8	4	
Seattle			After 1 Year	2 - 7 Years	8 - 14 Years	15 - 19 Years	After 20 Years	8	3	
Black River Transfer			After 1 Year	2 - 7 Years	8 - 14 Years	After 15 Years		7	1	
ES Seattle / Ferndale	18 days	23 days						7	2	
ES Richland			After 6 Months	2 - 4 Years	5 - 10 Years	After 11 Years		8		