



TEAMSTERS CANADA RAIL CONFERENCE DIVISION 320



Social and Communications Office
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January 26, 2010

Subject: Annual Vacation Pay

Dear Brothers and Sisters,

A number of members are asking questions about how your annual vacation pay is determined, and what numbers are used from the previous year. Appended is information this office has received from the employer. If you have any concerns or additional questions, please contact your applicable Local Chairman.

In Solidarity,

Murray Douglas
TCRC Div 320
S&C Officer

Earnings for determining current year AV are calculated as:

- Gross earnings from the 26 pay periods ending with the last full pay period of the previous year.

So for 2010 AV, the amount is based on the gross earnings from PP02 of 2009 up to and including PP01 of 2010 (PP closed December 24, 2009).

- Gross earnings exclude Gainshare and Personal Expenses.
- Gross earnings amount is multiplied by percent (%) as per collective agreement resulting in total AV amount.

T4 slips cannot be used to determine AV earnings amount.