

11/21/13

## Revisions to CMCEA Bargaining Proposal No. 3:

### 4. Sick Leave -

- (1) Eliminate future accruals to the current secondary leave bank;
- (2) Eliminate cash outs.

### 12. Vacation leave -

- (1) Reduce vacation <sup>accumulation</sup> from 424 hrs. to 320 hrs.

Jan Kemp  
for CMCEA