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Revision: 21 Effective Date: 12/30/2025

Approved by:  Fred Millen, HR Director
Applicable to: APSC Employees

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1.0 Purpose

Establish vacation entitlements and define procedures under which eligible employees may schedule and take vacation.

2.0 Accountable Resources

- **Sr. HR Representative** authorizes exceptions to this procedure and addresses any exception requests.
- **Employees’ Executive** authorizes vacation rollover exception requests prior to the Sr. HR Representative review.
- **Supervisor/Manager** verifies vacation eligibility and approves vacation requests during the year, to include requests for early vacation. Is accountable for approving their employees’ vacation time loaded in the time reporting system and rollover exception requests.
- **Total Rewards Representative (TRR)** develops, administers, and implements this procedure.
- **Employee Relations Representative (ERR)** interprets this procedure, assists the supervisor/manager when considering an employee’s request, and works with the Sr. HR Representative for exception requests.
- **Occupational Health Unit (OHU) Representative** verifies medical documentation relating to vacation entitlement reinstatement.



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- **Payroll** maintains the record of vacation eligibility based on benefit service, rollover, pro-rates non-fulltime employee entitlement and benefit hours, and manages non-refresh status of employees.
- **Employee** is accountable for proposing and requesting from their supervisor any future vacation periods and complying with the processes outlined in this procedure and entering approved leave into the time reporting system for approval.

3.0 References

- *CW-200, Records Retention Schedule*
- *HR-2.04, Holidays*
- *HR-2.06, Employee Absences/Leaves*
- *HR-2.08, Sick Pay for Employees*
- *HR-2.10, Time Reporting*
- *Form 7036, Early Vacation Request Form*

4.0 Definitions

Vacation Service

The vacation service date is used to determine the number of hours that an employee will receive and when the employee will move to the next vacation level. Vacation service normally begins on an employee's hire date and ends on his or her termination date. If an employee works less than a full-time schedule, all entitlements will be prorated. Periods during an approved or unapproved leave of absence may interrupt the accumulation of vacation service. This date may be amended by considering any breaks in service as calculated by HR.

The original date of hire is the date an employee first established an employment relationship with Alyeska.

Interns are not eligible for vacation entitlements and do not have a vacation service date. If an intern is hired into a regular position, their service time as an intern will be bridged for a vacation service date calculation.

Exempt

Exempt jobs are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). This classification is based on job duties, responsibilities, and level of decision-making authority.

Non-Exempt

Non-exempt jobs are subject to the Fair Labor Standards Act (FLSA) provisions including the payment of overtime for hours recognized as worked. Employees in non-exempt jobs are normally required to account for hours and fractional hours worked.



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Awarded Vacation

The amount of vacation that an employee is awarded at the beginning of each calendar year based on their vacation service date entitlement.

Earned Vacation

The amount of vacation that an employee has earned during the year based on the percentage of the year the employee was an active employee, in addition to any rollover vacation entitlement from the previous year.

5.0 Procedure

A. CALCULATION OF PAID VACATION HOURS

Urban Non-Exempt Hourly: Employees hired into non-exempt hourly positions receive a vacation entitlement of 120-hours. A prorated number of hours will be calculated if an employee is hired after January 1st. The hire date will be the vacation service date.

Field Non-Exempt Hourly: Employees hired into non-exempt hourly jobs receive a vacation entitlement of 144-hours. A prorated number of hours will be calculated if an employee is hired after January 1st. The hire date will be the vacation service date.

Exempt: New Hire Employees hired into exempt jobs receive a vacation entitlement based on job-related exempt level experience not to exceed 12 years and/or 180 hours urban or 210 hours field. A prorated number of hours will be calculated if an employee is hired after January 1st.

Employees transitioning from Non-Exempt to Exempt status will have their job-related exempt level experience reviewed to determine if any additional vacation service may be added (up to a total of 12 years only). This review will be conducted through the pay equity review process for the new position. If there is an increase, the employee will receive a new Vacation Service Date.

Employees who are promoted to a different band or job with no change to their Non-exempt or Exempt status will maintain their current vacation service date; no additional vacation service will be granted.

Employees who transition from a field to an urban schedule or vice versa will have their vacation hours adjusted to the work schedule change.

Except as noted above, vacation entitlements are based on:

- Employee's Vacation Service Date AND
- Employee's assigned work schedule (Field or Urban)



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Table 1. Field Schedule

Length of Service with Alyeska which will be completed in the calendar year	Vacation Entitlement
0 through 3	144 hours
4 through 6	168 hours
7 through 9	189 hours
10 through 12	210 hours
13 through 15	231 hours
16 through 18	252 hours
19 through 21	273 hours
22 through 24	294 hours
25+	315 hours

Table 2. Urban Schedule

Length of Service with Alyeska which will be completed in the calendar year	Vacation Entitlement
0 through 3	120 hours
4 through 6	140 hours
7 through 9	160 hours
10 through 12	180 hours
13 through 15	200 hours
16 through 18	220 hours
19 through 21	240 hours
22 through 24	260 hours
25+	280 hours

B. ANNUAL VACATION ENTITLEMENT

1. Alyeska awards active eligible employees their full vacation entitlement effective January 1st of each year with the intent that employees will use it during the full calendar year. The awarded vacation cannot be used to extend the employee’s termination or retirement date. If an employee ends employment with Alyeska prior to completing a full calendar year of employment the following will apply:
 - a) Retirees (as defined by Alyeska – 60 years of age AND 15 years of service)
 - 1) Employees who are eligible to retire and choose to give notice must inform their supervisor and ERR of their intended last working day.
 - 2) The retiree’s vacation balance (awarded and earned) will be paid as cash in lieu of vacation on their last paycheck.
 - b) Separated Employees
 - 1) Employees who are being separated from the company under the Separation Plan will be notified of their termination date.



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- 2) Separated employees' vacation balance (awarded and earned) will be paid as cash in lieu of vacation on their last paycheck.
 - c) Terminated / Resigning Employees
 - 1) An employee that is terminating from Alyeska for any reason other than sections 1. (a) or (b) above will notify their supervisor and ERR of the date of their last day in the office.
 - 2) In cases of termination for cause, Alyeska reserves the right to withhold payment of unused earned vacation.
 - 3) When an employee terminates employment, their earned vacation is calculated based on the percentage of the year completed as of their termination date. This percentage is applied to the employee's awarded vacation entitlement to determine the earned vacation value.
 - 4) The earned vacation calculation may result in either a positive or negative vacation balance. A positive balance means the employee has unused earned vacation hours, which will be paid cash in lieu on their last paycheck. A negative balance means the employee has used more vacation than they earned at the time of termination. This overage will be converted into a dollar amount and deducted from the final paycheck(s).
- Example Calculation*
- An employee rolls over 84 hours from the previous year and their annual awarded entitlement is 210 hours. They terminate employment on July 16, 20XX (the 197th day of the year). The earned vacation is calculated as:*
- $$210 \times (197 \div 365) = 113.27 \text{ hours, rounded up to } 114 \text{ hours}$$
- 84 hours rolled over from previous year + 114 hours = 198 hours
- Application of Earned Vacation*
- If the employee has used more than 198 hours, the excess hours will be converted into a dollar amount and recovered from their final two paychecks.*
- 5) If the employee has used fewer than 198 hours, the remaining balance will be paid out cash in-lieu of vacation and included in the employee's final paycheck. For Non-exempt field employees, vacation balance that is paid cash in-lieu or recovered due to overuse will be calculated at 8 hours of straight time and 4 hours of overtime for every 12-hour increment of vacation. This pattern will continue until the vacation balance is accounted for.
 - 6) For Exempt employees, vacation balance that is paid cash in-lieu or recovered will be calculated at the employee's straight time rate.
2. Employees on the Job Share/Part Time plan will have vacation and other entitlements prorated according to the work schedule of the employee. For example, if an employee moves to a half-time work schedule and has 160 hours of vacation entitlement remaining for the

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year as a full-time employee, their adjusted entitlement will be for 80 hours prorated from the date they start on the half-time work schedule. If the same employee moves to a three-quarter time work schedule, their adjusted entitlement will be 120 hours of vacation.

3. Interns are not eligible for vacation entitlement.

C. VACATION PAY

1. Timesheets with vacation hours should be submitted by all employees prior to the vacation commencing if the time reporting system allows.
2. Exempt employees must record vacation leave in full workday increments; non-exempt hourly employees must record vacation leave in tenths of an hour (see HR 2.10 for examples) and must input all hours for their normal schedule whether vacation is used, or the hours are worked.
3. Vacation pay is an amount equal to the employee's compensation for a regular work schedule.
4. For purposes of overtime calculation, vacation hours are considered "hours worked."
5. Field scheduled Exempt employees will be paid their normal salary and allowances during vacation.
6. Field scheduled Non-Exempt Hourly employees will be paid for the number of hours normally worked during their scheduled work cycle, including applicable overtime premiums.
7. If an employee transfers from an Urban schedule to a Field schedule or vice versa after taking incremental hours or days of vacation, the remaining vacation entitlement will be converted accordingly based on the employee's work schedule.

D. DEFERRED VACATIONS

1. If an employee becomes ill before starting a vacation and the illness extends into the scheduled vacation period, the vacation may be postponed with supervisor approval, prior to the vacation commencement.
2. Vacation Reinstatement due to illness or injury:
 - a) If any employee becomes ill or injured after the vacation has commenced and the employee is seeking vacation reinstatement, the employee must:
 - 1) See a medical provider immediately and obtain signed and dated medical documentation that states the days the employee is unable to work. The reinstatement will only be considered as of the date the employee met with the medical provider.
 - 2) Contact their supervisor, their ERR, and an OHU Representative to let them know of their illness/injury on the day they see the doctor.
 - 3) Continue to make daily contact with their supervisor during the illness/injury.
 - 4) Obtain a medical release from OHU prior to returning to work if the illness is more than three (3) days.

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- 5) Notify HR of their intent to request vacation reinstatement.
 - 6) Upon returning to work, provide OHU with an email outlining the illness/injury and medical documentation from the attending physician obtained during the illness/injury verifying dates: vacation may be reinstated for the days after medical attention was sought and only if the procedure is followed.
 - 7) Sign a medical release of information for the illness/injury **and submit to OHU** to verify information pertaining to request for vacation reinstatement.
- b) OHU will verify information provided and seek approval from HR. If approved, HR will work with payroll to reinstate the requested vacation.

E. ANNUAL VACATION ROLLOVER

1. Alyeska has a rollover process for unused vacation. All hours up to 80 hours for urban employees and 84 hours for field employees (prorated for those employees working less than full time) are rolled over to the next calendar year. No action or approvals are required of the employee or the supervisor/manager.
2. Vacation hours that are rolled over under this section are considered earned and will be included in the terminating vacation calculation. These hours may be used in the following calendar year or, if the employee separates from Alyeska during that year, will be paid out at the time of termination. If an employee is unable to take vacation because of an OHU medically managed injury or illness, the employee must work with HR to request an exception to rollover an amount beyond the threshold limits. This request must be in writing (via e-mail) with 1st and 2nd level supervisory approval and submitted to HR. Generally, exceptions may only be granted for those employees who had to cancel vacation due to illness or injury during the 4th quarter.
3. If an employee is unable to take vacation because of a non-disciplinary approved leave of absence, or an extraordinary operational business need, an exception request to rollover an amount beyond the threshold limits must be in writing (via e-mail) with full chain of command approval, to include the employee's Executive and the Sr. HR Representative. If granted, the hours will be added to the following year's vacation entitlement.
4. If an employee is planning for the known birth or adoption of a child, that employee may rollover all remaining vacation entitlements by notifying 1st and 2nd level supervisors, OHU, and HR.
5. Vacation entitlements not used by the calendar year end in which they are received (except for reasons defined above) will be forfeited.

F. SCHEDULING OF VACATION

1. Vacation should be scheduled as far in advance as possible in the calendar year the vacation entitlement benefit is received to ensure vacation time is used and not lost at year end.
2. Vacation must be approved by supervisor/manager prior to using the vacation entitlement benefit.
3. Field scheduled assigned employees may request vacation in full work week/shift increments. Employees requesting use of vacation less than a full week or "on" shift



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increments must receive prior approval by the supervisor. Supervisors may require employees to work or take leave without pay for the remaining portion of the work week/shift based on business necessity.

4. The preference of the employee will be considered; however, vacations must be taken around Alyeska's operating and/or business requirements as determined by the employee's supervisor.
5. Vacations initiated in the last month of the year that continue unbroken into the following calendar year will be counted against the prior year's entitlement if the prior year's entitlement has not been exhausted.
6. Employees in certain situations may be approved by their supervisor for early vacation. Each request will be reviewed on a case-by-case basis. An approved Early Vacation Request ([Form 7036](#)) must be forwarded to Payroll prior to use of the early vacation and the hours entered into the time reporting system. If early vacation is approved and the employee leaves the Company prior to becoming eligible for said vacation, the early vacation payment will be deducted from the employee's final paycheck(s).

G. PUMP STATION PRIORITY

1. The employee with the longest term of service with Alyeska will receive priority. The employee's adjusted service date determines vacation leave, as reported by HR.
2. Employees with the longest service periods will not receive priority for the *same* premium vacation period, year after year unless that premium period is uncontested, but will receive priority for those same dates on a five-year cycle. Employees taking an uncontested premium vacation period one year will not automatically be granted the same period the following year unless it is again uncontested.
3. Employees with the same service date who desire the same vacation period and who are unable to come to an agreement will be given priority based on the alphabetical sequence of their last name. Employees who do not get their choice under these conditions one year will receive priority the following year.
4. If a Field scheduled employee has requested more than one vacation period in any one year, the second and subsequent requests will be honored only after other employees' requests have been reviewed and approved/denied.
5. Each employee requesting vacation during January and February of the following year will submit a vacation request(s) by October 1st of the present year.
6. The Supervisor will respond to the request(s) as soon as possible after the October 1st cutoff date, but no later than November 15th.
7. All other requests for vacations will be submitted by November 1st, and employees should expect a response from their supervisor no later than January 1st of the following year.

End of Procedure



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6.0 Records

Early Vacation Request Form (Form 7036)	All records generated as a result of this document will be retained in accordance with CW-200 , <i>Records Retention Schedule</i> .
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7.0 Revision History

Revision	Date	Revision Summary
21	12/30/2025	Changed VSD language to allow for up to 12 years of service max granted at time of hire; Added definition of awarded and earned vacation, added in retiree/separating/terminating employee vacation calculation; added vacation payout or recovery language.
20	12/17/2024	Confirmed when an employee's service date may be reviewed (moving from Non-Exempt into Exempt role). Clarified approvals necessary for vacation rollover requests. Changed eTime to time reporting system. Updated Accountable Resource title for HRG, now ERR and Compensation and Benefits to Total Rewards Representative. Removed language regarding refreshing of entitlements.
19	6/1/2021	Clarified vacation for new hires and updated eligibility language.
18	01/01/2021	No changes from Rev. 17. Rev. 17 document failed to upload when published to TAPS documents. All content and revision summary as stated below remain the same: Updated with new Vacation Service Date and new vacation schedule. Removed Form 10372 Vacation Carryover Request from Records section (no longer used), clarified when a departing employee uses vacation to extend their departure that they will not receive new calendar year vacation entitlements, added language to Pump Station priority section, and clarified Chain of Command to include Executive approval.
17	01/01/2021	Updated with new Vacation Service Date and new vacation schedule. Removed Form 10372 Vacation Carryover Request from Records section (no longer used), clarified when a departing employee uses vacation to extend their departure that they will not receive new calendar year vacation entitlements, added language to Pump Station priority section, and clarified "Chain of Command" to include Executive approval.
16	12/06/2017	Clarified vacation for exempt level employees, simplified language, updated eTIME use language and entitlements due to sick leave and added in pre-approval. Updated Early vacation request language. Added details around pregnancy/adoption related vacation rollover.
15	02/27/2017	Updated Section 5 Calculation of Paid Vacation Hours to reflect proration process.



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14	10/28/2016	Updated to reflect new annual automatic roll over process for vacation remaining at end of year.
13	01/28/2016	Updated to reflect Form 10372 Vacation Carryover Request. Clarified holiday time and vacation use for field exempt employees.
12	01/15/2014	Change to 1 year waiting period for urban and field non-exempt employees.
11	08/19/2013	Detailed review of procedure. Updates regarding reference to HR 2.08 Sick Pay for Employees regarding benefit refresh eligibility. Updated language for vacation entitlement calculation and accrual. Administrative and grammatical edits. Updated Vacation Reinstatement requirements.
10	10/07/2011	Updated content to reflect current practice and revised template to align with the TAPS Documents formatting characteristics. Note: This procedure and revision, HR-2.05r10, supersedes the previous naming convention, procedure, and revision E-2.05.02r9.
9	02/29/2000	Transitioned from hard copy procedure to TAPS Document System
1-8		Maintained by HR in hard copy format