



<sup>1</sup> All hours worked are included in eligibility assessment (bargained-for, temp, etc.)

<sup>2</sup> Current year cumulative of all paid leave plans employee has such as sick, vacation, PTO, etc.

<sup>3</sup> PMLA sick bank load and pro-ration only occurs with first qualifying PMLA appointment for the calendar year

<sup>4</sup> For PMLA purposes, qualifying new appointment = a temporary appointment or a non-exempt, regular appointment not represented by a collective bargaining agreement