

OHIO TURNPIKE COMMISSION

Resolution Amending §§3.10, 3.20 and 3.50 and Adding New
§§3.21 and 3.22 of Article VI of the Code of Bylaws
with Respect to Vacations

WHEREAS the Commission deems it advisable to amend certain provisions of the Code of Bylaws with respect to vacation leaves for Commission employees for the purpose of granting additional vacation time for employees of the Commission who have completed at least five years of employment with the Commission;

NOW, THEREFORE, BE IT

RESOLVED that §§3.10, 3.20 and 3.50 of Article VI of the Code of Bylaws be amended, effective immediately, and that new §§3.21 and 3.22 be adopted, all such amended and new sections to read as follows:

"Sec. 3.10. A salaried employee shall qualify (or shall be deemed to have qualified) for his first annual vacation with pay on the first day of January following his employment by the Commission. The number of workdays of paid vacation for each salaried employee's first annual vacation shall be one day for each one and one-fifth month of service prior to said January first. On January first of each of the next four years, such salaried employee shall qualify for ten workdays of paid vacation to be taken during the ensuing calendar year. In the calendar year following five full years of service, such salaried employee shall be granted eleven workdays of paid vacation; in the calendar year following six years service, twelve workdays of paid vacation; in the calendar year following seven years service, thirteen workdays of paid vacation; in the calendar year following eight years of service, fourteen workdays of paid vacation; and in the calendar year following nine years of service, fifteen workdays of paid vacation. Thereafter salaried employees shall qualify for fifteen workdays of paid vacation each ensuing year of their continuous employment with the Commission."

"Sec. 3.20. Each regular full-time employee working on an hourly basis (hereinafter designated hourly rated employee) shall qualify (or shall be deemed to have qualified) for his first annual vacation with pay on the first day of January following his employment by the Commission, the amount of such vacation with pay not to exceed ten workdays during each of the first five full years of employment. Such hourly rated employee shall be entitled to one workday of leave for each two hundred and eight hours of straight-time work and of paid leave taken during the preceding calendar year. The payment for each such workday of vacation leave shall be computed by multiplying by eight the straight-time hourly rate paid the employee for the pay period immediately preceding his vacation. In addition to the basic vacation above provided, hourly rated employees who have completed five full years of employment with the Commission shall become eligible on January first for one additional day of vacation for each additional year of employment up to a maximum of fifteen workdays of total paid vacation in any one year; provided, however, that in determining whether any such employee qualifies for said additional vacation, or part thereof, the amount of additional vacation earned shall be determined by adding ten percent to his basic

vacation, computed as hereinabove set forth, for each year of employment after the fifth full year. "

"Sec. 3.21. In case the application of any formula or rule relating to vacation leave produces a result which includes a fractional day, a fractional day of one half or greater shall be considered one full day, and a fractional day of less than one half shall be disregarded. "

"Sec. 3.22. In order to minimize interference with the normal functioning of all departments, department heads may authorize such of their employees as they see fit to take their annual vacation leave other than in the summer months, but in no event shall such vacation leave consequent upon previous years of employment be authorized prior to January first of any calendar year. "

"Sec. 3.50. At the date of termination of any period of continuous employment of a salaried employee, the number of days of paid vacation to which he shall be entitled for services during the year in which termination takes place shall be determined by dividing his number of months of service during that year by twelve and multiplying the quotient so obtained by the number of days of paid vacation for which he would qualify if he were to continue in the employ of the Commission through the next January first. In the case of an hourly rated employee, the number of days of vacation earned for services during the year in which termination takes place, shall be determined by the formula set forth in Sec. 3.20, above, using the number of straight-time hours worked, and of paid leave taken or due during said year in applying said formula. The number of days so determined, if any, shall be added to the number of days of paid vacation for which the employee (whether salaried or hourly rated) has previously qualified pursuant to §§3.10 or 3.20 above, but which he has not taken, if any. Said employee shall be paid terminal pay in lieu of vacation leave on the basis of the total number of days of earned but unused vacation thus determined. "

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