



To: All MV Union Employees
From: Mike Roth, District Manager
Date: September 8, 2016
RE: Annual Vacation Sign-Up

As you are aware, every December we pre-schedule vacations, in seniority order, for the next year as defined by the CBA.

The decision was made jointly between the Union and me, that if an employee wants to cancel a vacation that was pre-scheduled we would allow the employee to cancel the scheduled vacation.

This issue came about a year and a half ago when the Vacation Cash out policy was an issue and we wanted to be able to provide you with some flexibility.

We will allow the employee to reschedule vacation time, as long as the week they are requesting is open and with the understanding that once the employee has cancelled, they cannot bump another employee.

It was brought to our attention that this was not clearly communicated to employees by the union or me.

I apologize for the error in communication and for any confusion this may have created.

Sincerely,

Mike Roth
District Manager