



# LiUNA!

## Local Union 668

December 17, 2025

Dear Ms. Katon,

The roadcrew would like to amend the language below to allow for them to carry over 80 hours of vacation, replacing the 40 hours currently allowed.

### ARTICLE XI - LEAVES OF ABSENCE

#### 11.1 Vacation Leave

An employee may carry forward up to a maximum of (40) hours of unused and accrued vacation leave at the end of the fiscal year. Any unused accrued vacation leave that exceeds that amount will be forfeited.

Due to the uncertainty of the weather throughout the winter months, roadcrew members are typically unable to use a substantial portion of their accrued vacation during this time. The current language is use it or lose it. As of today, Robert Quesnel would lose 32 hours of vacation time, Thomas Cramer would lose 8.75 hours and Stuart Bigelow would lose 2 hours if we were on a calendar year calculation. The purpose of this is not to try to carry over the maximum amount of hours allowed, but rather to make sure in the case that there is not sufficient time to use the earned time, it is not lost.

The proposal from the roadcrew would be in line with the new language the select board approved allowing employees to borrow up to 80 hours of unearned vacation time. We see no difference in allowing time to be carried over or time to be granted that hasn't been earned.

I would be happy to discuss this matter further in person if the select board has any questions or concerns.

I would also like to remind the Town that the HSA payment for 2026 should be deposited on January 2, 2026 and On-call pay for the winter months should be awarded in a separate check monthly.

Thank you for your time and consideration.

Larry Moquin

