



Seminole Lodge 971 Vacation Benefit Overview

\$4,000 – \$15,000 ANNUAL VALUE AT RISK

“This change removes a guaranteed annual payout from your compensation.”

Important: The current payout includes **shift differentials and other premiums**. Under a pay-as-you-go system, **these additional earnings would NOT increase your vacation value.**

What YOU Lose:

- 1 **No annual payout check (\$4K–\$15K)**
- 2 **No overtime-based increase in value**
- 3 **No large lump sum for savings or expenses**
- 4 **Less financial flexibility overall**
- 5 **Vacation becomes standard pay only (no extra value)**

	Current Contract	Proposed System
How it's paid	Annual lump sum	Paid when time off is used
Annual Value (\$100K–\$150K)	\$4K – \$15K	\$0 extra
Includes OT & Shift Diff	Yes	No
Financial Flexibility	High	Limited

Example Annual Payout

Income	2 Weeks	3 Weeks	4 Weeks	5 Weeks
\$100K	\$4K	\$6K	\$8K	\$10K
\$150K	\$6K	\$9K	\$12K	\$15K

Bottom Line: The current system provides a yearly payout based on total earnings, including shift differentials. The proposed system removes that payout and replaces it with standard paid time off.