

## SNA ETO COMPARED WITH SRMH PTO PLAN

<b><u>FT-SNA</u></b>	<b><u>0-2 YRS</u></b>	<b><u>3-5 YRS</u></b>	<b><u>6-10 YRS</u></b>	<b><u>11YRS</u></b>	<b><u>12 YRS</u></b>	<b><u>13 YRS</u></b>	<b><u>15 YRS</u></b>
ETO/SICK DAYS/YR.	20 ETO 12 SICK	25 ETO 12 SICK	31 ETO 12 SICK	33 ETO 12 SICK	35 ETO 12 SICK	36 ETO 12 SICK	36 ETO 12 SICK
PTO/DIS. RESERVE DAYS/YR.	25 PTO 7 DIS. RESERVE	30 PTO 7 DIS. RESERVE	35 PTO 7 DIS. RESERVE	35 PTO 7 DIS. RESERVE	35 PTO 7 DIS. RESERVE	35 PTO 7 DIS. RESERVE	39 PTO 7 DIS. RESERVE
<b><u>RPT 4-SNA</u></b>							
ETO/SICK DAYS/YR.	16 ETO 9.6 SICK	20 ETO 9.6 SICK	25 ETO 9.6 SICK	26 ETO 9.6 SICK	28 ETO 9.6 SICK	29 ETO 9.6 SICK	29 ETO 9.6 SICK
PTO/DIS. RESERVE DAYS/YR.	20 PTO 5.6 DIS. RESERVE	24 PTO 5.6 DIS. RESERVE	28 PTO 5.6 DIS. RESERVE	28 PTO 5.6 DIS. RESERVE	28 PTO 5.6 DIS. RESERVE	28 ETO 5.6 DIS. RESERVE	31 PTO 5.6 DIS. RESERVE
<b><u>RPT 3-SNA</u></b>							
ETO/SICK DAYS/YR.	12 ETO 7 SICK	15 ETO 7 SICK	18.6 ETO 7 SICK	19.8 ETO 7 SICK	21 ETO 7 SICK	21.6 ETO 7 SICK	21.6 ETO 7 SICK
PTO/DIS. RESERVE DAYS/YR.	15 PTO 4.25 DIS. RESERVE	18 PTO 4.25 DIS. RESERVE	21 PTO 4.25 DIS. RESERVE	21 PTO 4.25 DIS. RESERVE	21 PTO 4.25 DIS. RESERVE	21 PTO 4.25 DIS. RESERVE	23 PTO 4.25 DIS. RESERVE
<b><u>RPT 2-SNA</u></b>							
ETO/SICK DAYS/YR.	8 ETO 4.8 SICK	10 ETO 4.8 SICK	12.4 ETO 4.8 SICK	13 ETO 4.8 SICK	14 ETO 4.8 SICK	14.4 ETO 4.8 SICK	14.4 ETO 4.8 SICK
PTO/DIS. RESERVE DAYS/YR.	10 PTO 2.75 DIS. RESERVE	12 PTO 2.75 DIS. RESERVE	14 PTO 2.75 DIS. RESERVE	14 PTO 2.75 DIS. RESERVE	14 PTO 2.75 DIS. RESERVE	14 PTO 2.75 DIS. RESERVE	16 PTO 2.75 DIS. RESERVE