year, in excess of your annual accrual.

Section 2:

A. Each nurse is to submit a quarterly request for vacation to her/his immediate Supervisor on the following dates: First quarter – First Monday of the prior November; Second quarter – First Monday of February; Third quarter – First Monday of April; Fourth quarter – First Monday of August. Vacation time is determined by seniority, and, if in the opinion of the supervisor patient care demands can be fulfilled, then two or more requests for the same time period may be granted. The employee will have a response to vacation requests within five (5) working days of the applicable contract date for submission of vacation requests.

B. All vacation time may be taken only with the approval of the Supervisor, based on demand for patient care. The Supervisor will consider vacation requests for vacations up to two (2) vacation days to be taken during the period of seven (7) working days before Christmas up to and including three (3) working days after New Year's Day. Vacation time may be taken in segments of not less than two (2) hours. If two or more Nurses submit their request on the same day for the same vacation time, and both requests cannot be granted, seniority will prevail.

C. At the start of each quarter, based on seniority, management will review denied vacation requests to determine whether at that time the denied vacation request may be granted.

Section 3:

A. If a Nurse sustains a serious health condition as defined in the Family and Medical Leave Act (FMLA) during vacation, said time will be considered sick leave upon submission of proof from