



NOTE: This document is intended to summarize paid sick time, holidays, and vacation time, and is pursuant to the terms and conditions of any applicable Hanford Mission Integration Solutions, LLC (HMIS) procedures, policies, or collective bargaining agreements, as amended.

HMIS Single Employer Plan (Not Hanford Site Pension Plan Eligible)	
Sick Pay	40 hours / year
Holiday	80 hours / year
Vacation	
• 0 to < 4 years of service	80 hours / year
• 4 to < 19 years of service	120 hours / year
• 19 + years of service	160 hours / year

Hanford Employee Welfare Trust (HEWT) Eligible (Hanford Site Pension Plan Eligible)	
Sick Pay	40 hours / year
Holiday	80 hours / year
Vacation	
• 0 to < 5 years of service	80 hours / year
• 5 to < 10 years of service	120 hours / year
• 10 to < 20 years of service	160 hours / year
• 20 + years of service	200 hours / year

HMIS positions covered under the Service Contract Act (SCA)	
Sick Pay	56 hours / year
Holiday	88 hours / year
Vacation	
• 0 to < 5 years of service	80 hours / year
• 5 to < 10 years of service	120 hours / year
• 10 to < 20 years of service	160 hours / year
• 20 + years of service	200 hours / year



**HMIS Hanford Atomic Metal Trades Council (HAMTC) positions
(Does not apply to Hanford Firefighters)**

Sick Pay	56 hours / year
Holiday	80 hours / year
Vacation	
<ul style="list-style-type: none"> • 0 to < 5 years of service 	80 hours / year
<ul style="list-style-type: none"> • 5 to < 10 years of service 	120 hours / year
<ul style="list-style-type: none"> • 10 to < 20 years of service 	160 hours / year
<ul style="list-style-type: none"> • 20 + years of service 	200 hours / year

**HMIS Hanford Atomic Metal Trades Council (HAMTC)
(Applicable to Hanford Firefighters ONLY)**

Sick Pay	240 hours / year
Holiday	80 hours / year
Vacation	
<ul style="list-style-type: none"> • 0 to < 5 years of service 	120 hours / year
<ul style="list-style-type: none"> • 5 to < 10 years of service 	168 hours / year
<ul style="list-style-type: none"> • 10 to < 20 years of service 	240 hours / year
<ul style="list-style-type: none"> • 20 + years of service 	288 hours / year

HMIS Hanford Guards Union (HGU) employee only

Sick Pay	84 hours / year
Holiday	120 hours / year 100 hours/ year (based on shift)
Vacation	
<ul style="list-style-type: none"> • 0 to < 5 years of service 	84 hours / year
<ul style="list-style-type: none"> • 5 to < 10 years of service 	120 hours / year
<ul style="list-style-type: none"> • 10 to < 20 years of service 	168 hours / year
<ul style="list-style-type: none"> • 20 + years of service 	204 hours / year