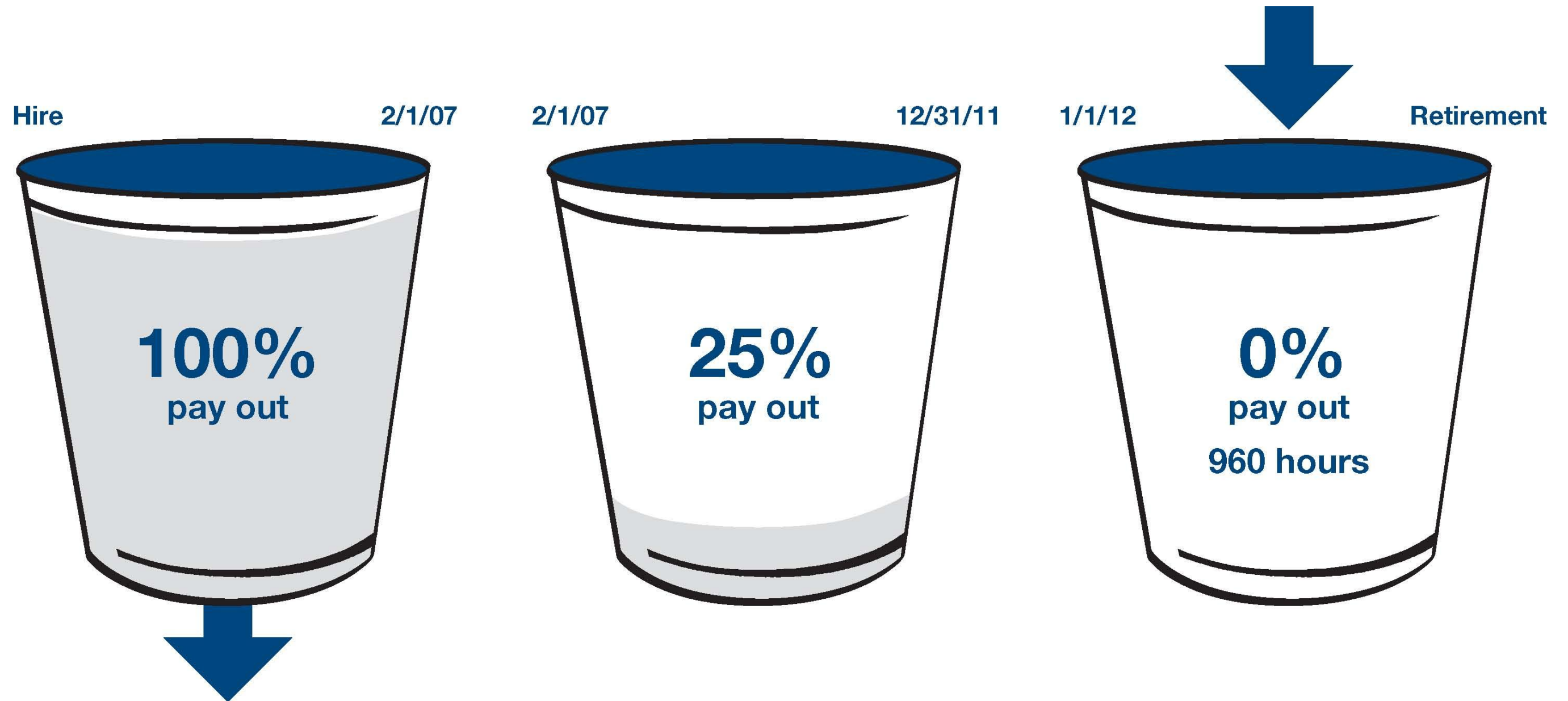


Sick Allowance Illustration for an AFSCME DC 48 Employee



As employee works, sick allowance added to third bucket. As employee uses sick allowance, it is removed from first bucket. If bucket one plus bucket two is greater than 960 hours, no additional accrued sick time put in bucket three. If bucket one plus bucket two is less than 960 hours, additional accrued sick time will be added to bucket three until it reaches 960 hours.

Note: AFSCME employees hired prior to 1994 are eligible for cash payout of sick time at retirement. However, AFSCME employees hired after December 31, 1993 are eligible to convert the full (100%) value of unused sick time at retirement to pay the full cost of post-retirement health insurance coverage. As of December 31, 2010, 965 (33%) of the 2,896 AFSCME employees are eligible for a cash payout. The remaining 1,931 (66%) are eligible to use the sick payout to purchase post-retirement health insurance upon retirement.