	1 Year	2Years	3 Years	4 Years	5 Years	7 Years	10 Years	15 Years	20 Years	Sick Leave
Right Now	15 days				20 days					None
Ry Timber	5 days		10 days		15 days					None
Galusha Higgins	5 days	15 days					20 days			None
Holcim Cement	10 days			15 days			20 days		25 days	Disablility Ins. after 10 days
Walmart	5 days	10 days				15 days		20 days		6 days, No compensation
Washington Corp	10 days				15 days		20 days			4 days, No compensation
Ashgrove Cement	10 days		15 days				20 days		25 days	Disablility Ins. after 10 days
Ag Depot	5 days		10 days							None
JCCS	10 days				15 days		20 days			None
State of MT	15 days						18 Days	21 Days	24 Days	12 day
Flex-Time	15 Days				20 days		25 days	1 day for every year of service capped a 30 days		

STATE ADMINISTRATION

Exhibit No. 4

Date 3-29-07

Bill No. HB-765