

This chart outlines the TFP requirements from the 2025-2028 CBA.

## 480 TFP Requirements

What counts?

TFP requirement	Sick Leave		Vacation	Boarding	Worked TFP (& Pay Protection)
	CBA	State			
	Insurance* *240 & 480	Yes	Yes	Yes	Yes
	Vacation	No	Yes* *25% of accrued vacation	No*	Yes
	Uniform	Yes	Yes	No*	Yes
	End of Year Record Improvement	No	Yes	No*	Yes

\*Boarding Pay excluded from  
Worked TFP in this provision

