

ARTICLE THREE
JOB CLASSIFICATIONS AND WAGE RATES

Section 4-A. Provided that each member of the Union's negotiating committee fully endorses and recommends the Company's proposal to the union membership, by **26 August 2016** each employee who was on the active payroll or on an authorized leave of absence of less than 90 days (for other than union business) on **11 July 2016** shall receive a lump sum of **\$500, less applicable taxes**, and provided that the Company's offer is ratified no later than **5:00 p.m. central time on 9 July 2016**, otherwise, this Section 4-A shall be void. **The entire ratification bonus may be deferred to the Hourly Savings Plan Plus 401(k) upon completion of the appropriate election form which is available at the Payroll office. In order to elect to defer the bonus, the completed election form must be returned to the Payroll office no later than 26 July 2016.**

Section 4-B. By **12 August 2016**, each employee on the active payroll or on leave of absence for less than ninety (90) calendar days effective **11 July 2016**, will receive a lump sum wage payment equal to **one and one-half percent (1.5%)** of the employee's gross hourly earnings for the period of **20 December 2014 through 25 December 2015**. Gross hourly earnings is defined as that portion of an eligible employee's hourly earnings for the period above, computed at the employee's working rate plus overtime premium, as applicable, on regular and overtime hours worked, and other paid hours under the provisions of any Company collective bargaining agreement, excluding payments in lieu of sick leave or vacation and any other payments made to the eligible employee.

Section 4-C. Effective **1 July 2017**, the minimums and maximums of factory labor grades one (1) through fifteen (15) and the minimums and maximums of technical and office labor grades one (1) through fourteen (14) and the base rate of each employee on the active payroll or on approved leave of absence for less than 90 days shall be increased by **one percent (1.0%)** computed to the nearest one (1) cent (\$0.01) increment.

Section 4-D. Effective **30 June 2018**, the minimums and maximums of factory labor grades one (1) through fifteen (15) and the minimums and maximums of technical and office labor grades one (1) through fourteen (14) and the base rate of each employee on the active payroll or on approved leave of absence for less than 90 days shall be increased by **one percent (1.0%)** computed to the nearest one (1) cent (\$0.01) increment.

Section 4-E. Effective **29 June 2019** the minimums and maximums of factory labor grades one (1) through fifteen (15) and the minimums and maximums of technical and office labor grades one (1) through fourteen (14) and the base rate of each employee on the active payroll or on approved leave of absence for less than 90 days shall be increased by **one percent (1.0%)** computed to the nearest one (1) cent (\$0.01) increment.

Section 4-F. Effective **27 June 2020** the minimums and maximums of factory labor grades one (1) through fifteen (15) and the minimums and maximums of technical and office labor grades one (1) through fourteen (14) and the base rate of each employee on the active payroll or on approved leave of absence for less than 90 days shall be increased by **one percent (1.0%)** computed to the nearest one (1) cent (\$0.01) increment.

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Section 4-G. Effective **26 June 2021** the minimums and maximums of factory labor grades one (1) through fifteen (15) and the minimums and maximums of technical and office labor grades one (1) through fourteen (14) and the base rate of each employee on the active payroll or on approved leave of absence for less than 90 days shall be increased by **one percent (1.0%)** computed to the nearest one (1) cent (\$0.01) increment.

Section 5. Effective **11 July 2016** the following factory and technical and office labor grade structure shall be placed in effect for employees on the payroll.

Factory and Technical and Office Labor Grade Structure

Labor Grade	Factory		Technical and Office	
	Min/Hour	Max/Hour	Min/Hour	Max/Hour
1	\$22.30	\$36.65	\$22.05	\$37.48
2	\$21.93	\$36.01	\$21.67	\$37.00
3	\$21.65	\$35.65	\$21.54	\$36.08
4	\$20.04	\$35.34	\$19.67	\$35.72
5	\$19.79	\$34.98	\$19.49	\$35.40
6	\$19.41	\$34.63	\$19.16	\$35.07
7	\$19.16	\$34.35	\$18.83	\$34.41
8	\$18.93	\$34.05	\$18.63	\$34.14
9	\$18.48	\$33.74	\$18.27	\$33.54
10	\$18.02	\$32.57	\$18.21	\$32.43
11	\$17.83	\$32.24	\$17.85	\$32.03
12	\$17.58	\$31.95	\$17.68	\$31.86
13	\$17.52	\$31.72	\$17.48	\$31.40
14	\$17.38	\$31.60	\$17.28	\$30.99
15	\$10.93	\$21.79		

Section 6. Each employee shall receive at least the minimum hourly wage rate for the labor grade to which their job is classified.

Section 7. Based upon the labor grade structures set forth in this Article, the basic rate range for each of the job classifications covered by this Agreement is set forth in Appendix "A" and made a part of this Agreement.

Cost of Living

Section 8. The base rate (which does not include cost-of-living adjustment) of **each employee with a hire date of 10 July 2016 or before** shall be subject to periodic adjustments based on changes in the cost-of-living index as provided in this Section.

1. Cost-of-living adjustments will be determined in accordance with changes in the Consumer Price Index, United States City Average for Urban Wage Earners and Clerical Workers, (CPI-W), (United States City Average, all items, 1982-1984=100) as published monthly by

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the Bureau of Labor Statistics, United States Department of Labor, and hereinafter referred to as the BLS Index.

2. Cost-of-living Adjustment Formula and Effective Dates

The first cost-of-living adjustment shall be effective **1 October 2016**. This and all subsequent adjustments will apply to eligible employees.

The amount of this adjustment and subsequent adjustments (which shall be applied as per the following paragraphs) shall be one (1) cent (\$0.01) for each 0.3 point increase of the average of the BLS Consumer Price Indices for the three (3) month periods stated below at each effective date of adjustment over the BLS Index of **235.0** provided, however, that in no event shall there be a pyramiding of cost-of-living adjustments as a result of the computations.

Effective Dates of Adjustments	Based Upon Average of the Three Month BLS Consumer Price Index
10/1/2016 12/31/2016 4/1/2017 7/1/2017	May, Jun, Jul 2016 Aug, Sept, Oct 2016 Nov, Dec 2016, Jan 2017 Feb, Mar, Apr 2017
9/30/2017 12/30/2017 3/31/2018 6/30/2018	May, Jun, Jul 2017 Aug, Sept, Oct 2017 Nov, Dec 2017, Jan 2018 Feb, Mar, Apr 2018
9/29/2018 12/29/2018 3/30/2019 6/29/2019	May, Jun, Jul 2018 Aug, Sept, Oct 2018 Nov, Dec 2018, Jan 2019 Feb, Mar, Apr 2019
9/28/2019 12/28/2019 3/28/2020 6/27/2020	May, Jun, Jul 2019 Aug, Sept, Oct 2019 Nov, Dec 2019, Jan 2020 Feb, Mar, Apr 2020
9/26/2020 12/26/2020 3/27/2021 6/26/2021	May, Jun, Jul 2020 Aug, Sept, Oct 2020 Nov, Dec 2020, Jan 2021 Feb, Mar, Apr 2021
9/25/2021 12/25/2021	May, Jun, Jul 2021 Aug, Sept, Oct 2021

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3. "COLA float" refers to the net cost-of-living adjustment not previously incorporated into the rate range structure or the base rate of an eligible employee, which is an employee **with a hire date of 10 July 2016 or before**. All cost-of-living adjustments shall be a COLA float, except as hereinafter provided:
 - (a) Effective **1 July 2017**, and after applying any action prescribed in Section 4-C, the COLA float (if any) accumulated after **11 July 2016** shall be added to the minimums and maximums of the rate ranges set forth in Article Three.
 - (b) Effective **30 June 2018**, and after applying any action prescribed in Section 4-D, the COLA float (if any) accumulated after **1 July 2017** shall be added to the minimums and maximums of the rate ranges set forth in Article Three and to the base wage rate of each eligible employee.
 - (c) Effective **29 June 2019**, and after applying any action prescribed in Section 4-E, the COLA float (if any) accumulated after **30 June 2018** shall be added to the minimums and maximums of the rate ranges set forth in Article Three and to the base wage rate of each eligible employee.
 - (d) Effective **27 June 2020**, and after applying any action prescribed in Section 4-F, the COLA float (if any) accumulated after **29 June 2019** shall be added to the minimums and maximums of the rate ranges set forth in Article Three and to the base wage rate of each eligible employee.
 - (e) Effective **26 June 2021**, and after applying any action prescribed in Section 4-G, the COLA float (if any) accumulated after **27 June 2020** shall be added to the minimums and maximums of the rate ranges set forth in Article Three and to the base wage rate of each eligible employee.
4. The amount of any cost-of-living adjustment shall be added to the base rate of each eligible employee and shall include the following when determining pay rates:
 - (a) Overtime Pay
 - (b) Holiday Pay
 - (c) Vacation Pay
 - (d) Sick Leave Pay
 - (e) Jury Duty Pay
 - (f) Grand Jury Duty Pay
 - (g) Bereavement Pay
 - (h) Military Leave
5. In the event that any BLS Index referred to herein is not officially published on or before the Wednesday immediately preceding the effective date on which a cost-of-living

adjustment would be made, such adjustment will be made effective the Monday following the first Wednesday such BLS Index is officially available.

6. No adjustment retroactive or otherwise shall be made because of any revision which may later be made in the published figures of the BLS Index.
7. In the event the Bureau of Labor Statistics, United States Department of Labor, changes the form and/or method of calculation of the BLS Index and publishes a new monthly index which differs from that defined in paragraph 1 of this Section, but continues to publish the BLS Index used in this Section by converting the new monthly index or by other means, such BLS Index shall continue to be used in applying paragraph 2 of this Section. In the event the Bureau of Labor Statistics publishes a new monthly index but discontinues publication of the BLS Index, the Company and the Union shall enter into negotiations with respect to a substitute cost-of-living index. The purpose of the negotiations shall be to ensure that the cost-of-living payments to be made under this Section will be as intended by the parties and shall be no less than that which would have occurred had the BLS Index continued. In the event the parties are unable to agree on a substitute index within sixty (60) days of the discontinuance of the BLS Index, the Union may file a "priority" grievance to be heard by the permanent arbitrator.
8. By **18 November 2016**, each eligible employee with a hire date on or before **10 July 2016** who is active or on approved leave of absence for less than ninety (90) days as of **4 November 2016** shall receive a supplemental cost-of-living payment of **eight hundred dollars (\$800)**.
9. By **17 November 2017**, each employee with a hire date on or before **10 July 2016** who is active or on approved leave of absence for less than ninety (90) days as of **3 November 2017** shall receive a supplemental cost-of-living payment of **eight hundred dollars (\$800)**.
10. By **16 November 2018**, each employee with a hire date on or before **10 July 2016** who is active or on approved leave of absence for less than ninety (90) days as of **2 November 2018** shall receive a supplemental cost-of-living payment of **eight hundred dollars (\$800)**.
11. By **15 November 2019**, each employee with a hire date on or before **10 July 2016** who is active or on approved leave of absence for less than ninety (90) days as of **1 November 2019** shall receive a supplemental cost-of-living payment of **eight hundred dollars (\$800)**.
12. By **20 November 2020**, each employee with a hire date on or before **10 July 2016** who is active or on approved leave of absence for less than ninety (90) days as of **6 November 2020** shall receive a supplemental cost-of-living payment of **eight hundred dollars (\$800)**.

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13. By **19 November 2021**, each employee with a hire date on or before **10 July 2016** who is active or on approved leave of absence for less than ninety (90) days as of **5 November 2021** shall receive a supplemental cost-of-living payment of **eight hundred dollars (\$800)**.
14. The payments in Section Eight, Paragraphs 8, 9, 10, 11, 12 and 13 may be deferred, without Company matching contribution, to the Hourly Savings Plan Plus 401(k) upon completion of the appropriate election form which is available at the Payroll office. The form must be returned to the Payroll office no later than sixty (60) days prior to the specified payment dates. A deferral election will remain active for the duration of this Agreement unless cancelled by the employee.

Personal Rates

Section 9. Should an employee's basic wage rate be in excess of the maximum rate for the labor grade of the employee's job classification, such rate shall be designated as the employee's personal rate and shall not be changed unless the employee is subsequently assigned to job duties covered by a different job classification. If an employee holding a personal rate is classified to job duties covered by a different job classification, and, within thirty-five (35) calendar days thereafter is reclassified to the job duties covered by the job classification under which they formerly received a personal rate, they shall have such personal rate restored effective the payroll period immediately following such reassignment. Assignment of an employee to job duties covered by a different job classification shall not be made for the purpose of avoiding the payment of the personal rate. The Company shall endeavor, whenever practicable, to find jobs in higher rated job classifications for employees with personal rates.

Progression within Rate Ranges

Section 10. Automatic Rate Progression increases shall be effective the second Saturday in January, May and September for all active employees who are below the maximum of their classification and who have been on the active payroll for the full Automatic Rate Progression period. The base rate of pay shall be increased twenty-five cents (\$0.25) per hour on the above dates (or such lesser amount as is necessary to bring the rate to the maximums) until the applicable maximum for the classification is reached. If the last automatic increase takes an employee's rate to a point within four cents (\$0.04) of the maximum rate of their job classification, they shall be granted such additional increase.

Shift Premium

Section 11. Employees assigned to the second shift of a 5/40, 9/80, or 3/12 workweek schedule shall receive forty cents (\$0.40) per hour above their regular hourly rate of pay. Employees assigned to third shift of a 5/40 workweek schedule shall receive ten cents (\$0.10) per hour above their regular hourly rate of pay for eight (8) hours, but shall work only six (6) hours and thirty (30) minutes for eight (8) hours of pay. Employees assigned to the third shift of a 9/80 workweek schedule shall receive ten cents (\$0.10) above their regular hourly rate of pay for nine (9) hours, but shall work only seven (7) hours and eighteen (18) minutes for nine (9) hours of pay.

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**ARTICLE FIVE
HOLIDAYS**

Section 1. Without regard for an employee's workweek schedule, the following dates are designated holidays for which the employee shall not report to work unless assigned due to insufficient volunteers for overtime:

Year	Holiday	Date	Day	Hours
2016	Independence Day*	4-Jul	Monday	8
	Labor Day	5-Sep	Monday	8
	Thanksgiving Day	24-Nov	Thursday	8
	Day after Thanksgiving	25-Nov	Friday	8
	Christmas Holiday	23-Dec	Friday	8
	Christmas Holiday	26-Dec	Monday	8
	Christmas Holiday	27-Dec	Tuesday	8
	Christmas Holiday	28-Dec	Wednesday	8
	Christmas Holiday	29-Dec	Thursday	8
	Christmas Holiday	30-Dec	Friday	8
2017	New Year's Day	2-Jan	Monday	8
	Memorial Day	29-May	Monday	8
	Day before Independence	3-Jul	Monday	8
	Independence Day	4-Jul	Tuesday	8
	Labor Day	4-Sep	Monday	8
	Thanksgiving Day	23-Nov	Thursday	8
	Day after Thanksgiving	24-Nov	Friday	8
	Christmas Holiday	22-Dec	Friday	8
	Christmas Holiday	25-Dec	Monday	8
	Christmas Holiday	26-Dec	Tuesday	8
	Christmas Holiday	27-Dec	Wednesday	8
	Christmas Holiday	28-Dec	Thursday	8
Christmas Holiday	29-Dec	Friday	8	
2018	New Year's Day	1-Jan	Monday	8
	Memorial Day	28-May	Monday	8
	Independence Day	4-Jul	Wednesday	8
	Labor Day	3-Sep	Monday	8
	Thanksgiving Day	22-Nov	Thursday	8
	Day after Thanksgiving	23-Nov	Friday	8
	Christmas Holiday	24-Dec	Monday	8
	Christmas Holiday	25-Dec	Tuesday	8

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	Christmas Holiday	26-Dec	Wednesday	8
	Christmas Holiday	27-Dec	Thursday	8
	Christmas Holiday	28-Dec	Friday	8
	Christmas Holiday	31-Dec	Monday	8
2019	New Year's Day	1-Jan	Tuesday	8
	Memorial Day	27-May	Monday	8
	Independence Day	4-Jul	Thursday	8
	Labor Day	2-Sep	Monday	8
	Thanksgiving Day	28-Nov	Thursday	8
	Day after Thanksgiving	29-Nov	Friday	8
	Christmas Holiday	24-Dec	Tuesday	8
	Christmas Holiday	25-Dec	Wednesday	8
	Christmas Holiday	26-Dec	Thursday	8
	Christmas Holiday	27-Dec	Friday	8
	Christmas Holiday	30-Dec	Monday	8
	Christmas Holiday	31-Dec	Tuesday	8
2020	New Year's Day	1-Jan	Wednesday	8
	Memorial Day	25-May	Monday	8
	Independence Day	3-Jul	Friday	8
	Labor Day	7-Sep	Monday	8
	Thanksgiving Day	26-Nov	Thursday	8
	Day after Thanksgiving	27-Nov	Friday	8
	Christmas Holiday	24-Dec	Thursday	8
	Christmas Holiday	25-Dec	Friday	8
	Christmas Holiday	28-Dec	Monday	8
	Christmas Holiday	29-Dec	Tuesday	8
	Christmas Holiday	30-Dec	Wednesday	8
	Christmas Holiday	31-Dec	Thursday	8
2021	New Year's Day	1-Jan	Friday	8
	Memorial Day	31-May	Monday	8
	Day after Independence Day	5-Jul	Monday	8
	Labor Day	6-Sep	Monday	8
	Thanksgiving Day	25-Nov	Thursday	8
	Day after Thanksgiving	26-Nov	Friday	8
	Christmas Holiday	24-Dec	Friday	8
	Christmas Holiday	27-Dec	Monday	8
	Christmas Holiday	28-Dec	Tuesday	8
	Christmas Holiday	29-Dec	Wednesday	8
	Christmas Holiday	30-Dec	Thursday	8

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*Paid in advance of the effective date of this Agreement as a result of a term extension in the Agreement in effect 2 July 2012.

Holiday Pay

Section 2. To be eligible for holiday pay, an employee must have been on the active payroll for thirty (30) calendar days immediately preceding the holiday and have worked at least the equivalent of one (1) full regularly scheduled shift during the week in which the holiday occurs.

Section 2-A. An employee shall receive eight (8) hours at their regular hourly rate of pay for each designated holiday regardless of the employee's work week schedule or the day of the week upon which the holiday occurs. In addition, an employee who works on a designated holiday shall receive two times their regular hourly rate of pay for hours worked.

Section 2-B. Employees with less than thirty (30) calendar days on the active payroll immediately preceding the holiday who are required to work on a holiday shall receive their regular hourly rate for hours worked and an additional eight (8) hours of holiday pay at their regular hourly rate, provided that they work the full shift assigned by the Company.

Section 2-C. An employee shall not receive pay for a holiday that occurs during the employee's leave of absence, layoff, or any other unpaid absence.

Holiday Scheduling

Section 3. Should work be required on a holiday, the Company will first ask employees with the least number of cumulative overtime hours in the affected classification and department. If there is an insufficient number of volunteers, the Company will schedule employees using the same methodology until the assignment need has been satisfied. Employees who do not accept the overtime assignment will not be charged.

Section 3-A. Prior to the scheduling of holiday work, the overtime list will be updated to a current status, reflecting all overtime hours worked or refused up to the time of scheduling. In the event of multiple holidays, the overtime list shall be updated to a current status after each holiday is scheduled. Once this is done, work for the next holiday shall then be scheduled.

Section 3-B. Employees scheduled to work on a holiday shall be notified at least twenty-four (24) hours in advance of the holiday to be worked. Failure to report for work on the holiday shall result in such employee being ineligible for holiday pay.

ARTICLE SIX
VACATION, SICK LEAVE AND BEREAVEMENT LEAVE

VACATION

Employees shall be granted ~~employees by the Company~~ vacation in accordance with the following ~~regulations~~ provisions.

Vacation Eligibility

Section 3 1. The vacation eligibility date of an employee hired prior to 14 April 2003 shall be established pursuant to the ~~terms of the Collective Bargaining Agreement~~ in effect 27 April 2000. The vacation eligibility date of an employee hired on or after 14 April 2003 shall be the calendar month and day of ~~his/her~~ **their** last hire date.

Section ~~4~~ 1-A. Absence from work with pay ~~on~~ for authorized vacation, sick leave, bereavement leave, military leave, jury duty, or Grand Jury duty shall be considered as time worked for the ~~purpose of~~ computing vacation eligibility. ~~In addition, unpaid full-day absences due to authorized leave for temporary union business will be considered as time worked for determining eligibility for vacation accrual when the temporary union leave is requested by the Union District Office and approved by the Company.~~

Vacation Accrual

Section 4 2. Vacation begins to accrue for each employee on the first day of hire. ~~Vacation and will accrue at the monthly rate shown below for any calendar month or partial calendar month. An employee's vacation balance will be available for use immediately upon being credited with the preceding months' vacation accrual but no later than the first workday of the month following the month of accrual. except that a p~~ Probationary employees shall not receive any vacation credit until the successful completion of their probationary period. Time lost, not to exceed ninety (90) days, due to occupational illness or ~~occupational~~ injury shall be counted for the purpose of vacation accrual if the employee returns to the active payroll ~~of the Company~~.

Section 4 2-A. Vacation accruals are based on completed years of continuous service and become effective on **the month following** an employee's next vacation eligibility date.

<u>Completed Years of Continuous Service</u>	<u>Vacation Accrual</u>
0 to 8 years	6.67 hours per month
9 years to 18 years	10 hours per month
19 years or more	13.34 hours per month

~~For each employee, when continuous service, and after reaching the next vacation eligibility date, results in the next greater level of vacation accrual during a calendar month, the greater accrual will be effective beginning the month following the month of the next vacation eligibility date.~~

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Section 5 ~~2-B~~. The maximum vacation accrual is 400 hours. ~~However, each employee may continue to accrue vacation hours in excess of 400 hours, and at the end of the calendar year accrued hours in excess of 400 hours will be paid out and any vacation accrued in excess of 400 hours will be paid out at the end of the calendar year~~ (thereby, reducing the accrued balance to 400 hours to begin the new **calendar** year). Payments for excess vacation hours will be ~~distributed~~ **made** as early as practicable in the new calendar year, which will normally be on or before the third full pay period of the new calendar year. Any vacation time taken between the last accrual process run for the year and the payout of excess hours will be deducted from the balance prior to the payout.

Vacation Pay

Section 2 ~~3~~. ~~An employee~~ **Vacations** shall be paid **vacation** at the regular hourly rate of pay in effect ~~for each employee~~ at the time the vacation is taken.

Section 6 ~~3-A~~. Each employee, **with a hire date of 10 July 2016 or before, shall** upon his/her **their** vacation eligibility date, be paid sixteen (16) hours of pay at ~~the employee's~~ **their** regular hourly rate of pay in effect at the time of the payment, **exclusive of any premiums and overtime.**

Section 4 ~~3-B~~. An employee may request payment of earned sick leave and/or vacation benefits while on an approved leave of absence. Such payments may be made only from those vacation and/or sick leave hours that were accrued in the same calendar year as ~~the requested~~ **when the payment was requested**. ~~If such an employee has earned sick leave and/or vacation at the time he/she is placed on the leave of absence, such sick leave and/or vacation~~ **Any earned sick leave and/or vacation for which an employee is entitled when they are placed on leave of absence, will be applied compensated to the first of the absence period at the rate in effect at the beginning of the leave of absence period.** ~~Employee~~ **Requests** for payment while on approved leave of absence ~~of~~ **for** sick leave and/or vacation benefits accrued in prior calendar years will be granted only for ~~reasons of~~ financial emergency as may be determined by the Company in its sole and exclusive discretion in accordance with Internal Revenue Code section 409A.

Section 7 ~~3-C~~. ~~If an employee has earned his/her vacation and has not taken same prior to terminating his/her employment with the Company, including termination by quitting, retirement, discharge, military service and layoff, then the vacation pay in lieu of time off, shall be given to said employee at the time of termination. Payment of the unused earned vacation shall be~~ **An employee shall be paid any accrued, unused vacation upon termination from the active payroll at the employee's regular hourly rate of pay in effect at the time of the payment. At time of termination, an employee and as applicable shall receive the wage equivalent of the portion of the sixteen (16)-hour payment referenced above in Section 6-3-A of this Article, prorated at the rate of 1.33 hours per month since their employee's last vacation eligibility date.**

Vacation Scheduling and Leave

Section 8 ~~4~~. Production need shall be the determining factor in scheduling vacations.

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Section 9 ~~4-A~~. An employee should request a full week of vacation at least four weeks ~~prior to~~ **before** they ~~Monday on which he/she requests that his/her~~ **want their** vacation to start. Preference will be given in line ~~with~~ **of** seniority, if practical, in scheduling vacations. If it is deemed impractical, because of production need, to grant an employee's vacation ~~at the time requested~~ **request**, the employee may ask that ~~his/her~~ **their** vacation be scheduled at another time. Employees will not be forced to take a vacation.

Section ~~12~~ **4-B**. An employee may take ~~his/her~~ **their** vacation during ~~his/her~~ **the** benefit year in weekly or one-(1) hour increments in accordance with the provisions of this Article.

SICK LEAVE

~~Section 13~~ **Each An** employee shall be granted sick leave with pay in accordance with the following provisions.

Sick Leave Eligibility

Section ~~13-G~~ **5**. Absence from work with pay on authorized vacation, sick leave, jury duty, Grand Jury duty, bereavement leave or military leave shall be considered as time worked for purposes of computing sick leave eligibility. ~~In addition, u~~Unpaid, full-day absences due to authorized leave for temporary union business will be considered as time worked for computing sick leave eligibility when the temporary union leave is requested by the Union District Office and approved by the Company.

Sick Leave Accrual

Section ~~13-B~~ **5-A**. Sick leave begins to accrue for each employee on the first day of hire ~~and~~. ~~Sick leave will accrue at the monthly rate of four (4) hours per calendar month or partial calendar month. The sick An employee's sick leave balance for each employee will be credited with the preceding month's sick leave accrual no later than the first workday of the month following the month of accrual. except that a p~~Probationary employees shall not receive any sick leave credit until the successful completion of the probationary period. An employee's sick leave balance will be available for use immediately upon being credited but no later than the first day following the month of accrual. Time lost, not to exceed ninety (90) days, due to occupational illness or ~~occupational~~ injury shall be counted for the purpose of sick leave accrual if the employee returns to the active payroll ~~of the Company~~.

Section ~~13-C~~ **5-B**. The maximum sick leave accrual balance is sixty (60) hours. ~~However, each employee may continue to accrue sick leave hours in excess of sixty (60) hours, and at the end of the year accrued hours in excess of sixty (60) hours will be paid out and any sick leave accrued in excess of 60 hours will be paid out at the end of the calendar year (thereby, reducing the accrued balance to sixty (60) hours to begin the new calendar year).~~ Payments for excess sick leave hours will be ~~distributed~~ **made** as early as practicable in the new **calendar** year, which will normally be on or before the third full pay period of the new calendar year. Any sick leave time taken between the last accrual process run for the year and the payout of excess hours will be deducted from the balance prior to the payout.

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Sick Leave Pay

~~Section 13-D 6. If an employee has earned his/her sick leave and has not taken same prior to terminating his/her employment with the Company, including termination by quitting, discharge, retirement, military service, death, and layoff due to a reduction in force because of lack of work, or is An employee who has been granted a leave of absence as provided in Article Ten, Section 2, or terminated from the payroll then he/she shall be paid for each hour of unused, earned sick leave. Payment of the unused, earned sick leave shall be at the employee's regular hourly rate of pay in effect at the time of the payment.~~

~~Section 13-F 6-A. Sick leave pay is to compensate an employee due to absence resulting from illness or injury. Sick leave may be used to care for family members who reside in the employee's household or, from time to time rely on the employee for care. The sick leave days with pay for employees who have established eligibility therefore shall be taken as sick leave only and not as additional vacation. The Company may require the employee to present a doctor's certificate to the Company prior to payment of sick leave pay provided the employee is in Step III or higher of the Attendance Control Program.~~

Sick Leave

~~Section 13-E 7. Sick leave may be taken in one (1) hour increments. Sick leave time shall be paid at the employee's regular hourly rate of pay in effect for each employee at the time the sick leave is taken.~~

~~Bereavement~~ BEREAVEMENT

Pay and Leave

~~Section 14-A 8. An employee shall be eligible for three (3) days of paid bereavement leave with pay upon a death in his/her their immediate family. To receive bereavement pay, the leave must be taken not no later than seven (7) ten (10) calendar days after date of the funeral memorial services. Bereavement pay will not be granted for Saturday, Sunday, and holidays or an employee's scheduled off-day, holiday, or any day which the employee will would have otherwise been compensated. by the Company.~~

Section 8-A. For purposes of this Section, immediate family shall mean **the following:** Mother, Father, Brother, Sister, Children, Spouse, Mother-in-law, Father-in-law, Brother-in-law, Sister-in-law, Stepmother, Stepfather, Stepbrother, Stepsister, Stepchildren, Half-brother, Half-sister, Grandparents, or Grandchildren.

~~Section 14-B 8-B. An employee shall make a request such for bereavement leave on a form to be provided by the Company. Such request shall be made before the their absence due to death in the employee's immediate family to attend the memorial service when possible, or immediately upon the employee's return to work when it is not possible to do so in advance of their absence from such absence. Bereavement leave shall be granted upon receipt of the request form.~~

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counter proposals in any area of the Agreement opened by the Union.

ARTICLE THIRTY DURATION

Section 1. This Agreement shall become effective on the ~~2nd day of July 2012~~ day of **11 July 2016**, and shall remain in force until 11:59 p.m. on the ~~3rd day of July 2016~~ **10 Apr 2022** and at the end of each year period thereafter, this Agreement shall be renewed automatically for periods of one (1) year unless either party gives written notice of ~~desire~~ **interest** to terminate or amend same at least sixty (60) days prior to the renewal date.

Section 2. In the event notice of ~~desire~~ to amend is properly given by either party, the parties shall simultaneously exchange their ~~desired amendments in writing~~ **written notice to amend** within ten (10) days ~~after~~ **following** their first meeting.

Section 3. Negotiations concerning amendments to this Agreement shall commence not later than forty-five (45) days or sooner than sixty (60) days before the end of the contract period in effect when the notice of desire to amend is given. During said negotiations this Agreement shall remain in full force and effect, except that it may be terminated by either party upon thirty (30) days' notice in writing as hereinafter provided. During said thirty (30) day period, negotiations shall continue at the request of either party.

Section 4. In the event that ~~one party serves a notice of desire to terminate in accordance with this Article and the other party~~ **both parties** serves a notice of ~~desire~~ to amend in accordance with this Article, negotiations ~~concerning said amendments shall be undertaken~~ **commence** as provided in Section 3 ~~above of this Article~~. During said negotiations this Agreement shall continue in full force and effect unless, after the commencement of said negotiations, a written thirty (30) day notice of termination is given by either party, provided that the termination date ~~thus established~~ by such notice ~~shall~~ **does** not occur sooner than the next renewal date. The parties may by mutual agreement extend such termination date, it being ~~expressly understood~~ **recognized** that a notice of dispute under Section 8, Sub-Section (d) (3) of the Labor Management Relations Act of 1947, shall be due thirty (30) days prior to an agreed to or established expiration date, that is, simultaneously with the thirty (30) day notice of termination required during negotiations to cause termination of the Agreement.

Section 5. This Agreement supersedes and renders void all previous agreements, including the Agreement effective ~~20 April 2009 until 22 April 2012~~ **2 July 2012 until 10 July 2016**, whether written or oral, between the parties ~~hereto~~.

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counter proposals in any area of the Agreement opened by the Union.