

ARTICLE XV

HOLIDAYS

Section 1. The Company recognizes the following (15) holidays per year:

2015

Nov. 16, 2015 Veterans Day (Observed)
Nov. 26, 2015 Thanksgiving Day
Nov. 27, 2015 Day after Thanksgiving
Dec. 24, 2015 Christmas Holiday
Dec. 25, 2015 Christmas Holiday
Dec. 28, 2015 Christmas Holiday
Dec. 29, 2015 Christmas Holiday
Dec. 30, 2015 Christmas Holiday
Dec. 31, 2015 New Year's Eve

2016

Jan. 1, 2016 News Year's Day
Mar. 25, 2016 Good Friday
May 30, 2016 Memorial Day
July 4, 2016 Independence Day
Sept. 5, 2016 Labor Day
Nov. 24, 2016 Thanksgiving Day
Nov. 25, 2016 Day after Thanksgiving
Dec. 26, 2016 Christmas Holiday
Dec. 27, 2016 Christmas Holiday
Dec. 28, 2016 Christmas Holiday
Dec. 29, 2016 Christmas Holiday
Dec. 30, 2016 Christmas Holiday
3 Floating Holidays

2017

Jan. 2, 2017 New Year's Day (Observed)
April 14, 2017 Good Friday
May 29, 2017 Memorial Day
July 4, 2017 Independence Day
Sept. 4, 2017 Labor Day
Nov. 23, 2017 Thanksgiving Day
Nov. 24, 2017 Day after Thanksgiving
Dec. 25, 2017 Christmas Holiday

Dec. 26, 2017 Christmas Holiday
Dec. 27, 2017 Christmas Holiday
Dec. 28, 2017 Christmas Holiday
Dec. 29, 2017 Christmas Holiday
3 Floating Holidays

2018

Jan. 1, 2018 New Year's Day
Mar. 30, 2018 Good Friday
May 28, 2018 Memorial Day
July 4, 2018 Independence Day
Sept. 3, 2018 Labor Day
Nov. 22, 2018 Thanksgiving Day
Nov. 23, 2018 Day after Thanksgiving
Dec. 24, 2018 Christmas Holiday
Dec. 25, 2018 Christmas Holiday
Dec. 26, 2018 Christmas Holiday
Dec. 27, 2018 Christmas Holiday
Dec. 28, 2018 Christmas Holiday
Dec. 31, 2018 New Year's Eve
2 Floating Holidays

2019

Jan. 1, 2019 New Year's Day
April 19, 2019 Good Friday
May 27, 2019 Memorial Day
July 4, 2019 Independence Day
Sept. 2, 2019 Labor Day
November 28, 2019 Thanksgiving
November 29, 2019 Day after Thanksgiving
December 24, 2019 Christmas Holiday
December 25, 2019 Christmas Holiday
December 26, 2019 Christmas Holiday
December 27, 2019 Christmas Holiday
December 30, 2019 Christmas Holiday
December 31, 2019 Christmas Holiday
2 Floating Holidays

2020

January 1, 2020 New Year's Day

Section 2. Holiday Pay

Employees shall be paid for specified holidays and the holidays in each of the Christmas holiday periods as provided hereinafter:

(1) The employee has seniority as of the date of each specified holiday and as of each of the holidays in each of the Christmas holiday periods, and

(2) The employee would otherwise have been scheduled to work on such day if it had not been observed as a holiday, and

(3) The employee must have worked the last scheduled work day prior to and the next scheduled work day after each specified holiday within the employee's scheduled work week. For each Christmas holiday period, the employee must have worked the last scheduled work day prior to each holiday period and the next scheduled work day after each holiday period. Each of the designated days in the Christmas holiday period shall be a holiday for purposes of this Holiday Pay Section.

(4) Failure to work either the last scheduled work day prior to or the next scheduled work day after each Christmas holiday period will disqualify the employee for pay for the one holiday in the Christmas holiday period which follows or precedes such scheduled work day.

(5) An employee who retires as of January 1, and who is otherwise eligible for holiday pay for those holidays falling in the Christmas holiday period up to and including December 31, will receive holiday pay for such holidays.

(6) In order for employees to have maximum time off during the Christmas Holiday Period, employees will only be scheduled for work on the following days, which are not paid holidays under this Agreement, on a voluntary basis;

A.) Christmas Holiday Period

This is to confirm our understanding concerning the Christmas holiday periods provided under our Agreement.

Employees shall not be disqualified for holiday pay if they do not accept work on such days. This does not apply to employees on necessary continuous seven-day operations.

Seniority employees on leave of absence for military service, or on a Leave for Family and Medical Reasons, during the work week prior to or during the week in which the holiday falls, shall receive pay for such holiday.

When a holiday, specified above, falls within an eligible employee's approved vacation period or during a period in which jury duty pay is received and such vacation or jury duty

causes the employee to be absent from work during the regularly scheduled work week, the employee shall be paid for such holiday.

When eligible employees are on an approved leave of absence and return to work following the holiday but during the week in which the holiday falls, they shall be eligible for pay for that holiday. Eligible employees whose leave of absence terminates during the Christmas Holiday Period, and who report for work on the next scheduled work day after the Christmas Holiday Period, will be eligible for holiday pay beginning with the first holiday such employees would otherwise have worked and each holiday thereafter in the Christmas Holiday Period.

Employees not working in necessary continuous seven-day operations who may be requested to work on a holiday and have accepted such holiday work assignment and then fail to report for and perform such work, without reasonable cause, shall not receive holiday pay under this Holiday Pay Section.

B.) Holiday Pay and Disciplinary Layoffs

The parties discussed the situation where the duration of an impending disciplinary layoff would encompass or abut a specified holiday. It was mutually recognized that a wide variety of local practices exist on whether loss of holiday pay is appropriately included in the layoff penalty.

To insure uniformity between plant locations in the administration of discipline in such situations, the Company advised the Union that, as a matter of policy that loss of holiday pay will not be included as part of the disciplinary penalty assessed.

Section 3. In the event one of the holidays falls on a Saturday, the holiday will be observed on the preceding Friday. In the event one of the above holidays falls on a Sunday, the holiday will be observed on the following Monday. This does not apply to the Christmas Holiday Period. Those dates are outlined above.

Section 4. An employee who works on a designated holiday shall be paid eight (8) hours for the holiday and double time the employee's regular rate for the hours worked.

Section 5. Each eligible employee shall be paid eight (8) hours at straight time, at the employee's wage rate for a full holiday. An eligible employee is one who was active and would otherwise be scheduled to work on the date of the holiday, and who has worked, or has an approved absence for, his full last scheduled work day prior to and the full next scheduled work day after the holiday, including Saturday and Sunday. Unless stated elsewhere in separate MOU

Section 6. Employees working an Alternative Work Schedule (AWS) will have the terms of this article enumerated according to the schedule they are assigned.

Section 7. The floating holiday must be pre-approved by supervision and if unused, will be paid out with unused vacation allowances.

Section 8. Deferred Holidays:

Employees that work a designated holiday and are eligible may defer those hours for future use with the following provisions;

Deferred hours must be pre-approved by the Group Leader.

Employees that work a holiday will receive the holiday credit in the week the holiday is worked.

Deferred holidays will not contribute to the overtime calculation when used.

Deferred holiday hours (except hours deferred during the Christmas Holiday) will not carry over from year to year; they will be paid out in January with unused vacation. Employees that work during Christmas Holiday may choose to defer those hours into the following year.

Management *Sharon Pruitt* Date *12/9/15*

Union *Robert D. Myerson* Date *12/9/15*