

**ARTICLE XVI
VACATION**

Section 1: The vacation entitlement provisions of this Section shall apply during the remainder of the term of this Agreement.

Section 2: The eligibility date for the vacation entitlement for all seniority employees is December 31.

Section 3: Each "eligibility year" shall begin with the first pay period following the pay period containing December 31 of the previous year and end with the pay period in which December 31 falls.

Section 4: Employees will become eligible for vacation entitlement provided they have at least one year's seniority as of December 31 of the eligibility year. All entitlement will be immediately available to the employee as of the first pay period in the eligibility year. Any entitlement that has been used and not earned will be recovered by the Corporation. Without modifying or adding to any other provision of the Vacation Section, an employee who has seniority but has not acquired one year's seniority as of December 31 shall nevertheless become eligible for a percentage of 40 hours of vacation entitlement pursuant to Section 6 in Article XVI.

Section 5: In determining the number of pay periods an employee shall have worked in the eligibility year, the employee shall be credited with one pay period for each pay period in which the employee performs work.

Section 6: Entitlement

Seniority Status	Paid Vacation Entitlement –
Less than one (1) year	40 hours
One (1) year, but less than three (3) years	80 hours
Three (3) years, but less than five (5)	100 hours
Five (5) years, but less than ten (10) years	120 hours
Ten (10) years, but less than fifteen (15) years	140 hours
Greater than fifteen (15) years	160 hours

An eligible employee shall be entitled to a percentage of vacation entitlement shown above based on the number of pay periods the employee works in the eligibility year, in accordance with the following:

Pay Periods Worked	Percentage of Hours of Entitlement
--------------------	------------------------------------

TB

26	100
25	96
24	92
23	88
22	84
21	80
20	76
19	73
18	69
17	65
16	61
15	57
14	53
13	50


Section 7: Vacation Pay - Vacation pay will be computed at the employee's base wage (including shift premium) as of the date his/her vacation begins. Payment of the unused portion, if any, of the employee's entitlement shall be made no later than February 1 of the following year.

Section 8: Vacation Scheduling. The Company recognizes the importance and desirability of providing employees the opportunity to take their full vacation entitlement, and to do so at the time they desire, so long as that does not jeopardize the efficiency of operations. Accordingly, Management at each Plant will establish a procedure each February allowing each employee to make application in writing for their vacation time. In the event more employees apply for time off than can be spared from the job at a given time, plant seniority will be the basis for resolving priority of applications for time off. Each employee will be given a written disposition of their vacation time off request annually by March 31.

Section 9: In the case of an employee who has worked during at least 13 pay periods in the eligibility year and who voluntarily quits or dies prior to the eligibility date, the vacation entitlement to which the employee would have been entitled based on the number of pay periods worked, shall be paid to the employee or in the event of death, the employee's duly appointed legal representative, if there is one, and, if not, to the spouse, parents, children, or other relative or dependents of such person as the Corporation in its discretion may determine.

Section 10. For the purpose of this Vacation Entitlement Section only, a pay period during which an employee uses or is paid for any Holiday, Vacation entitlement (VR, VP, VT, DP, PA, etc.), Jury Duty, active Military duty, FMLA or Bereavement shall be counted as a pay period worked. A laid off employee who receives pay for a designated holiday shall receive credit for the pay period in which the holiday falls as a pay period worked.

Section 11. Employees disabled from working by compensable injury or legal occupational disease shall receive credit toward pay periods worked under this Vacation Entitlement Section for pay periods they would otherwise have been scheduled to work during the period of compensable disability, provided they worked during at least one (1) pay period in the eligibility year and are otherwise eligible for a vacation entitlement.

Management  date 12-1-15

Union Robert W. Glash date 12-1-2015