

**ARTICLE 8
VACATION, SICK LEAVE, FINANCIAL SECURITY PLAN**

Section 8.1 General Description of Credit.

Upon reaching his/her first eligibility date with the Company and during each succeeding year, an employee subject to this Agreement shall be credited with a certain number of hours of credit for the purposes of this Article 8, based upon hours worked during his/her first year of service and each succeeding year, such credit to be earned and used as designated in this Article 8.

Section 8.2 Computation of Credit.

The credit to which an employee shall be entitled on his/her first eligibility date, and at any time thereafter, shall be computed in accordance with the following rules:

8.2(a) An employee with less than five (5) years of seniority will earn one (1) hour credit for each seventeen (17) hours worked.

8.2(b) An employee with five (5) or more but less than ten (10) years of seniority will earn one (1) hour credit for each sixteen (16) hours worked.

8.2(c) An employee with ten (10) or more but less than fifteen (15) years of seniority will earn one (1) hour credit for each thirteen (13) hours worked.

8.2(d) An employee with fifteen (15) or more but less than twenty (20) years of seniority will earn one (1) hour credit for each twelve (12) hours worked.

8.2(e) An employee with twenty (20) or more but less than twenty-five (25) years of seniority will earn one (1) hour credit for each eleven (11) hours worked.

8.2(f) An employee with twenty-five (25) or more years of seniority will earn one (1) hour credit for each ten (10) hours worked.

8.2(g) Seniority shall be the seniority as defined in Article 14.

8.2(h) Each hour worked on third shift shall be increased, at the ratio of eight (8) to six and one (6-1/2)-half for the purpose of computing credit.

8.2(i) Total credit for any period of service will be computed to the nearest tenth of an hour.

8.2(j) All hours for which an employee is paid will be counted as hours worked in the computation of credit and hours worked at premium rates shall be counted as straight time hours in such computation.

Section 8.3 Eligibility to Use Credit.

Eligibility for use of credit shall be determined as follows:

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8.3(a) An employee becomes eligible to use his/her credit as provided in Section 8.4 after reaching his/her first eligibility date, except as provided in Subparagraph 8.4(c)(2).

8.3(b) The eligibility date of an employee newly hired or hired after termination of employment shall occur on the anniversary date of such hire.

8.3(c) An employee who had established an eligibility date prior to the effective date of this Agreement will retain such eligibility date so long as he/she remains in the continuous service of the Company.

8.3(d) Time on layoff and time on authorized leave of absence will be considered as continuous service for the purpose of establishing and retaining eligibility dates.

Section 8.4 Use of Credit.

Credit earned by any employee is to be used as follows:

8.4(a) Allocation of Portion of Credit to Sick Leave Credit and to Vacation Credit. The first forty (40) hours credited on an employee's first eligibility date and thereafter as earned during each succeeding year of service shall be allocated to the employee's Sick Leave Credit. The number of such hours that at any time are earned and unused shall be referred to as the employee's Sick Leave Credit.

All hours credited on an employee's first eligibility date and as earned during each succeeding year of service, in excess of the number of hours to be allocated to the employee's Sick Leave Credit as aforesaid, shall be referred to as the employee's Vacation Credit.

8.4(b) Use of Vacation Credit as Vacation With Pay or Sick Leave.

Between eligibility dates, an employee shall use his/her unused Vacation Credit accumulated in the twelve (12)-month period preceding his/her last eligibility date as vacation with pay at the rate in effect for each day of the vacation period, including shift differential, if applicable, subject to the following conditions:

8.4(b)(1) He/she shall request vacation dates on forms provided by the Company and the Company will endeavor to schedule his/her vacation as requested. Generally, Vacation Credit will be used in units of eight (8) hours; however, Credit may be used in lesser amounts to cover partial days of absence, subject to advance approval by the employee's supervisor.

8.4(b)(2) In instances where Company management believes the awarding of vacations as requested would interfere seriously with production requirements, the scheduling of vacations shall be as near to the dates requested as possible.

8.4(b)(3) In scheduling vacations, the Company will attempt to meet its production requirements by use of employees on a voluntary basis and, failing in this, the seniors will be given their preference of available vacation dates when

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request is made thirty (30) or more days prior to the vacation dates requested to the extent established vacation schedules will permit.

8.4(b)(4) In the event an employee is temporarily laid off as provided in Section 22.8 or is on approved leave of absence, he/she may elect to take his/her vacation with pay, to the extent of his/her eligibility, during such layoff or leave.

8.4(b)(5) If an employee's Sick Leave Credit is exhausted, management shall allow an employee to use vacation credit to care for a child, spouse, parent, parent-in-law, or grandparent as may be required by law, even if an employee is under a Corrective Action Memo for attendance. In other cases, management may approve on a case-by-case basis an employee's request to use Vacation Credit as sick leave for legitimate reasons for absence under the same conditions as set forth in Subparagraph 8.4(c)(1). Such approval will not be unreasonably denied; however, requests will not normally be approved if the employee is then under a Corrective Action Memo for attendance.

8.4(c) Use of Sick Leave Credit as Sick Leave. Sick Leave Credit may be used as follows:

8.4(c)(1) General. Between eligibility dates, an employee, including an employee on a leave of absence, may, at his/her option, use any part or all of his/her Sick Leave Credit as sick leave providing: (A) the employee is partially or wholly incapacitated by actual illness or injury on the days taken as sick leave, (B) an illness in the employee's immediate family requires the employee's presence or (C) the employee has a medical or dental appointment which can be scheduled only during working hours. The employee shall be paid for absence charged to sick leave and shall not be penalized for such absence providing the nature of the absence and anticipated length of absence is reported to his/her organization on the first day of such absence, or as soon thereafter as reasonably possible. As to possible rights after exhaustion of Sick Leave Credit, see Subparagraph 8.4(b)(5) and Section 8.5(a).

8.4(c)(2) Prior to First Eligibility Date. Prior to his/her first eligibility date an employee may use in accordance with Subparagraph 8.4(c)(1) accumulated Sick Leave Credits anticipated to be allocated on his/her first eligibility date. Use of such credits will be considered to be an advance from the employees' Sick Leave Credits due on his/her first eligibility date and will reduce such allocation accordingly. Should the employee terminate for any reason other than layoff prior to completion of his/her first year of service, sick leave payment made to the employee may be deducted from the employee's final paycheck and any remaining amounts will be due the Company.

8.4(d) Unused Vacation Credit. It is the intent of the parties that employees shall be required to use Vacation Credit as vacation. However, where an employee does not use all or part of such Vacation Credit as vacation with pay during the year between vacation eligibility dates, the employee shall receive pay in lieu of any

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remaining unused Vacation Credit after reaching his/her next eligibility date. An exception to the foregoing will be to allow employees to elect carryover of vacation credits in order to meet extended vacation needs, provided the employee makes such election in writing at least ten (10) working days before the employee's next eligibility date. Once an employee elects this exception to carryover vacation, that election will remain in effect unless otherwise requested. Vacation credits so carried over must be used during the next eligibility year and pay in lieu of vacation credits carried over will not be allowed until the end of the eligibility year following the eligibility year in which the carryover election is made. All payments in lieu of vacations shall be made at the employee's rate in effect on the employee's current vacation eligibility date, including shift differential where applicable.

8.4(e) Unused Sick Leave Credit. An employee who, on any eligibility date, has more than forty (40) unused hours in his/her Sick Leave Credit, less the number of leave without pay hours taken during the eligibility year, will receive pay-in-lieu of those hours over forty (40) in accordance with the following table:

Hours of Unused Sick Leave Credit in Excess of 40 (Less Leave Without Pay Hours)	Percentage Payment
40 hours	160%
36 to 40 hours	150%
32 to 36 hours	140%
28 to 32 hours	130%
24 to 28 hours	120%
20 to 24 hours	110%
less than 20	100%

Such payments shall be made at the employee's rate in effect on that eligibility date, including shift differential where applicable. Notwithstanding the above, there will be no deduction for leave without pay hours taken for the following reasons: departure from work for Union business pursuant to Section 4.9; temporary layoff pursuant to Section 22.8; time loss as a result of industrial injury or illness; authorized military leave of absence pursuant to Section 6.6(b), or emergency plant closure.

8.4(f) Effect of Termination. Upon termination of an employee's employment for any reason on or after any eligibility date, such employee shall receive pay in lieu of his/her hours of Vacation Credit and Sick Leave Credit earned and unused up to and including the effective date of his/her termination of employment. For the purposes of this Section 8.4(f) only, an employee shall be deemed to have terminated on or after his/her first eligibility date if he/she worked on his/her last scheduled workday

prior to that eligibility date. Such pay shall be in addition to such benefits as may be payable to the employee under the Financial Security Plan.

8.4(g) Effect of Military Service on Credit. Any employee who leaves to enter military service shall receive pay in lieu of his/her hours of Vacation Credit and Sick Leave Credit earned and unused up to the effective date of termination irrespective of whether he/she has been employed until his/her eligibility date. Such payment will be made when the employee furnishes proof, satisfactory to the Company, of his/her entry into military service within sixty (60) days after termination and without intervening employment elsewhere. Such pay shall be in addition to such benefits as may be payable to the employee under the Financial Security Plan.

8.4(h) Effect of Layoff on Credit. Any employee who is laid off (on other than a temporary layoff of fourteen (14) calendar days or less) shall receive pay in lieu of all of his/her hours of Vacation Credit and Sick Leave Credit earned and unused up to the effective date of layoff irrespective of whether he/she has been employed until his/her eligibility date. Such pay shall be in addition to such benefits as may be payable to the employee under the Financial Security Plan. Employees temporarily laid off shall not receive pay in lieu of unused Credit.

8.4(i) Use of Credit in Lieu of Working Short Workweek. In the event the Company deems it advisable to work an employee on a short workweek as provided in Article 5, Section 5.2, the employee may:

8.4(i)(1) elect against working the short workweek in which case he/she may apply for and use his/her unused Credit accumulated in the twelve (12)-month period preceding his/her last eligibility date (to the extent that it is not allocated or required to be allocated to his/her Sick Leave Credit) as time off with pay at the rate in effect on the day(s) such credit is used, including shift differential if applicable, or

8.4(i)(2) elect to work the short workweek and apply for and use such unused Credit as time off with pay for the regular workdays that are not worked in the short workweek, or

8.4(i)(3) elect layoff, in which case the provisions of Section 8.4(h) above shall apply.

Section 8.5 Financial Security Plan.

8.5(a) Use of Accrued Financial Security Plan Benefits. The Financial Security Plan is not applicable to employees within the units to which this Agreement relates. However, after October 4, 1983, an employee who has transferred into a unit defined in Article 1 who has an accrued benefit under the Financial Security Plan shall retain such accrued benefit under the Plan subject to the current withdrawal and termination provisions of the Plan applicable to the employee's unit before transfer.

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8.5(b) Deferral of Benefit Payment. A Member may defer payment of benefits upon termination of Service regardless of the amount of the Member's account balance.

8.5(c) Annuity Form of Benefit Payment. A Member to whom a benefit is payable on account of retirement under a retirement plan sponsored by the Company may, prior to the Member's retirement date under such retirement plan, elect to receive all or any designated portion of this Plan benefit in an alternate annuity form regardless of the amount of the Member's account balance.