

**ARTICLE 7  
HOLIDAYS**

**Section 7.1 Dates on Which Observed.**

The following holidays shall be observed by the Company for the purposes set forth in this Article 7:

<u>2008 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 27, 2008</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 28, 2008</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 24, 2008</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 25, 2008</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 26, 2008</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 29, 2008</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 30, 2008</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 31, 2008</u>

<u>2009 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>January 1, 2009</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 25, 2009</u>
<u>Independence Day</u>	<u>Friday</u>	<u>July 3, 2009</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 7, 2009</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 26, 2009</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 27, 2009</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 24, 2009</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 25, 2009</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 28, 2009</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 29, 2009</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 30, 2009</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 31, 2009</u>

<u>2010 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Winter Break</u>	<u>Friday</u>	<u>January 1, 2010</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 31, 2010</u>
<u>Independence Day</u>	<u>Monday</u>	<u>July 5, 2010</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 6, 2010</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 25, 2010</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 26, 2010</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 24, 2010</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 27, 2010</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 28, 2010</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 29, 2010</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 30, 2010</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 31, 2010</u>

<u>2011 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Winter Break</u>	<u>Monday</u>	<u>January 3, 2011</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 30, 2011</u>
<u>Independence Day</u>	<u>Monday</u>	<u>July 4, 2011</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 5, 2011</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 24, 2011</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 25, 2011</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 23, 2011</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 26, 2011</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 27, 2011</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 28, 2011</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 29, 2011</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 30, 2011</u>

<u>2012 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Winter Break</u>	<u>Monday</u>	<u>January 2, 2012</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 28, 2012</u>
<u>Independence Day</u>	<u>Wednesday</u>	<u>July 4, 2012</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 3, 2012</u>

<u>2005 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 5, 2005</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 24, 2005</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 25, 2005</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 23, 2005</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 26, 2005</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 27, 2005</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 28, 2005</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 29, 2005</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 30, 2005</u>

<u>2006 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Winter Break</u>	<u>Monday</u>	<u>January 2, 2006</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 29, 2006</u>
<u>Independence Day</u>	<u>Tuesday</u>	<u>July 4, 2006</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 4, 2006</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 23, 2006</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 24, 2006</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 22, 2006</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 25, 2006</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 26, 2006</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 27, 2006</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 28, 2006</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 29, 2006</u>

<u>2007 Holidays</u>	<u>Day</u>	<u>Date of Observance</u>
<u>Winter Break</u>	<u>Monday</u>	<u>January 1, 2007</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 28, 2007</u>
<u>Independence Day</u>	<u>Wednesday</u>	<u>July 4, 2007</u>

<del>Labor Day</del>	<del>Monday</del>	<del>September 3, 2007</del>
<del>Thanksgiving Day</del>	<del>Thursday</del>	<del>November 22, 2007</del>
<del>Friday following Thanksgiving</del>	<del>Friday</del>	<del>November 23, 2007</del>
<del>Winter Break</del>	<del>Monday</del>	<del>December 24, 2007</del>
<del>Winter Break</del>	<del>Tuesday</del>	<del>December 25, 2007</del>
<del>Winter Break</del>	<del>Wednesday</del>	<del>December 26, 2007</del>
<del>Winter Break</del>	<del>Thursday</del>	<del>December 27, 2007</del>
<del>Winter Break</del>	<del>Friday</del>	<del>December 28, 2007</del>
<del>Winter Break</del>	<del>Monday</del>	<del>December 31, 2007</del>
<b>2008 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
<del>Winter Break</del>	<del>Tuesday</del>	<del>January 1, 2008</del>
<del>Memorial Day</del>	<del>Monday</del>	<del>May 26, 2008</del>
<del>Independence Day</del>	<del>Friday</del>	<del>July 4, 2008</del>
<del>Labor Day</del>	<del>Monday</del>	<del>September 1, 2008</del>

### **Section 7.2 Unworked Holidays.**

Employees shall receive eight (8) hours pay for unworked holidays (those holidays designated above), at their base rate in effect at the time the holiday occurs, plus applicable shift differential and Cost of Living Adjustment, if, on the holiday, they are on the active payroll, including those on approved leave of absence for not longer than ninety (90) calendar days. Employees not on leave of absence who take leave without pay (LWOP) at the time the holiday occurs shall be eligible for holiday pay.

### **Section 7.3 Worked Holidays.**

Employees who are required to work on the above-named holidays shall receive the pay due them for the holiday, plus double their base rate for all hours worked on such holiday, plus shift differential and Cost of Living Adjustment, if applicable, unless the employee starts to work at 10:00 P.M., or thereafter on that day.

### **Section 7.4 Holidays During Vacation.**

Should a holiday occur while an employee is on vacation, the employee shall be allowed to take one (1) extra day of vacation with pay in lieu of the holiday as such.

### **Section 7.5 Employees on Non-regular Workweek.**

For those employees who regularly work on Saturday and/or Sunday, receiving two (2) consecutive days off during the week, the two (2) days off shall be treated as "Saturday" and "Sunday," in that order, for the purposes of this Article 7. Should any of the holidays observed by the Company occur on such a "Sunday," the following day shall be considered as a holiday for such employees. Should any of the holidays observed by the Company occur on such a "Saturday," the preceding day shall be considered as a holiday for such employees.

**Section 7.6 Employees Prevented from Working Because of Local Holidays.**

Employees assigned to a non-Boeing facility where (due to the fact that a holiday not listed in Article 7 but recognized at that facility) they are prevented from working their assigned shift, they nonetheless shall be paid for such assigned shift.

**Section 7.7 Employees on Third Shift.**

Those employees who are assigned to work on third shift shall observe holidays in accordance with Sections 7.1 through 7.6 except when Independence Day falls on a Monday, Tuesday, Wednesday or a Thursday. When this occurs, they shall observe the Independence Day holiday on the fifth of July.