

Part ~~2~~ ___ Work Day, Work Week

Article ~~20~~ ___ Paydays and Recording Time

~~20~~ __.1 Employees ~~are shall be~~ paid on a weekly basis each Friday ~~Fridays weekly, based on job location, job classification and~~ in accordance with federal and state laws. The Company encourages all employees to take advantage of direct deposit options available to them. For those employees who do not choose direct deposit, pay checks will be mailed to their address on file with the Human Resources Department.

.2 Each employee is required to accurately record the employee's work hours on a daily basis and to prepare timekeeping records for approval and processing by the employee's supervisor at the end of each pay period. An employee who falsifies a timekeeping record shall be subject to discipline up to and including termination of employment.

Article ~~32~~ Rest-Time Pay

~~32~~.1 In the event of an emergency or unusual circumstance, ~~hourly employees-an employee~~ may be required to work in excess of sixteen (16) consecutive hours.

~~32~~.2 ~~An employee Employees~~ who ~~are-is~~ required to work sixteen (16) or more consecutive hours shall be granted a “rest time” for at least eight (8) hours; prior to the employee’s next scheduled work shift. In the event that the eight (8) hour “rest time,” or any other benefit required by applicable state or local law, extends past the start of the employee’s next normally scheduled shift, the employee shall be paid his/her straight time rate for those overlapping hours. Payment shall not be made for scheduled overtime not worked due to “rest time.”

~~32~~.3 Rest time counts toward the calculation of overtime. Rest time does not count against the attendance bonus.

Article 33 **Call-In Pay**

33 .1 An employee may be “called-in” without advance notice to work during unscheduled time off. An employee who is “called in” to work shall receive two (2) times ~~their~~ the employee’s base hourly rate for all hours worked outside ~~their~~ the employee’s normal schedule; or a minimum of two (2) hours paid at double-time. Without advance notice is defined as eight (8) hours or less ~~prior to~~ before the start of the scheduled shift; eight (8) hours or less since the employee departed the plant; or the employee is “called-in” on a non-scheduled work day (his/her day off).

33 .2 “Call-in” pay only applies when the employee is not at the facility (or other Company location or work assignment) when notified to report to work. Coming in on a scheduled day off to attend training or a safety meeting does not constitute “call-in.” “Call in” pay begins when the employee arrives at the facility, except as otherwise required by applicable federal or state law.

Article 34__ Beeper Pay

34__1 An employee ~~Employees~~ who ~~are~~ is assigned to carry a beeper during ~~their~~ the employee's "off" hours will be paid the following beeper pay rates: \$2010 per day Monday through Friday, \$5025 per weekend (~~\$2512.50~~ for one [1] day of weekend), and \$5025 for holidays.

34__2 An employee who is required to carry a beeper as part of the employee's normal job functions is ineligible for beeper pay. ~~The above rates are subject to annual adjustment as provided in Article 35 Cost of Living Adjustments~~

Article 41__ Holidays

~~41__.~~1 ~~An employee Employees~~-will receive pay for ten (10) holidays per year. Pay for each ~~the~~ holiday will be at straight time rates and based on an eight (8) hour work day~~amount to the employee's normal pay for each shift.~~

~~__.~~2 The following six (6) holidays are observed by the Company:

New Year's Day Memorial Day

Independence Day Labor Day

Thanksgiving Day Christmas

~~41__.~~23 The remaining four (4) holidays will be determined by the Company on an annual basis and posted the preceding December. Should the Company fail to do so, each employee shall determine the employee's remaining four (4) holidays which shall be each individual employee and are designated-designated as floating. Floating holidays must be used during the calendar year. The Company will not compensate an employee for any unused floating holiday.

~~41__.~~34 To be eligible to receive holiday pay, an employee must have worked the employee's ~~their~~ last scheduled working day preceding, and ~~their~~ the first scheduled working day succeeding the holiday, unless excused by the Company. When required to work on a holiday, pay shall be as required by Article ~~34~~__.

~~41.4~~ When a holiday falls on an employee's scheduled day off, that employee may elect to observe the holiday on another day with a minimum of one week's notice.

Article 46__ Sick Time

~~46__.~~1 ~~This agreement provides undefined sick days for all employees. In lieu of a designated or fixed number of hours (or days) for sick leave, An employees is are-~~able to take sick time as needed. The Company may, however, request a doctor's note to validate illness/injury.

.2 Each use of a sick day shall count as one (1) occurrence under the Company's attendance policy unless there is medical verification that sick days were used for the same illness or medical condition.

Article ___ Personal Time

___1 An employee shall be eligible for up to sixteen (16) hours of personal time every calendar year. During their first year of employment, new hires are eligible for up to sixteen(16) hours of personal time if hired before July 1 and are eligible for up to eight (8) hours if hired July 1 or after.

___2 Unused personal hours may not be carried over from one calendar year to the next calendar year. However, an employee may sell unused personal hours to the Company at the end of a calendar year.

___3 Personal hours do not count for purposes of overtime calculation.

___4 Use of personal time must be approved in advance by the employee's supervisor, except in the case of an emergency. An employee shall give ten (10) working days notice of any request for personal time, except in the case of an emergency.