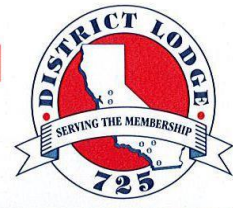




UNION REPORT



655 Vaqueros Avenue, Sunnyvale, CA 94085

(408) 739-1434 • FAX (408) 739-1439

6/28/2020

Brothers and Sisters I know that there has been confusion regarding the 4th of July holiday. We negotiated the contract with your company. You reviewed the contract before voting for it. The holiday schedule is as follows:

ARTICLE 12. - HOLIDAYS

Section 1. Holiday pay is eight (8) hours pay, which is payable at the employee's working rate of pay. The eight (8) hours pay will be considered as time worked for the purpose of computing overtime.

Section 2. Any employee volunteering to work on any of the holidays will be paid for all hours worked at a rate of time and one half (1.5), plus eight (8) hours holiday pay. However, any employee required to work on any of the holidays will be paid for all hours worked at double (2.0) the working rate plus eight (8) hours holiday pay. When seeking volunteer (1.5x pay), the Company will first offer the employee lowest on the overtime list (as detailed in Article 11, Sec 6), until such list is exhausted. Once the list is exhausted, the Company may require (2x pay) employees to work a holiday, in reverse seniority. Holidays may not be carried over from one year to the next.

Section 3. Employees shall be paid for the holidays named herein, or days celebrated as such, provided they work the last scheduled work day preceding as well as the next scheduled workday following the holiday (except in cases of excused paid-time off, such as, excused vacation, or sick time). When a holiday falls during an employee's vacation, the holiday will not be charged as vacation. The employee will receive holiday pay for the holiday.

- New Years' Day
- Memorial Day
- Independence Day (4th of July)
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas eve
- Christmas day
- Day after Christmas

Note: Any holiday falling on a weekend will be observed on Monday.

SICK LEAVE & VACATION BALANCES

Below is the link to the ServiceNow portal and the request is under "Accounting". Please note that the requests will be moved in the near future into "Entitlement Management" Category in the portal.

https://abm.service-now.com/esc?id=sc_cat_item&sys_id=25c6bc4edb892b0029a97b2768961912

IAMAW MASKS

A second distribution of masks will be made available to your stewards. Please see your steward for further details