

ARTICLE 11 HOURS OF WORK AND OVERTIME

Section 1. The normal workweek shall be Monday through Friday (employee's work week may vary according to the needs of the Company and shall commence at the starting time of their assigned shift and shall continue for five (5) consecutive days). Eight (8) consecutive hours, exclusive of the lunch period, shall constitute a standard workday, and forty (40) hours shall constitute a standard workweek.

However the company may establish a 4-day, 10-hour shift configuration staffed on a **volunteer** basis. The shift configurations will not use rolling days. Details associated with 10-hour days are found in Appendix A.

Section 2. The workday for each employee shall commence at the starting time of their assigned shift and continue for a twenty-four (24) hour period. Employees are expected to be properly dressed with their personal work tools required for their work assignment and regularly assigned safety equipment at their designated place of work during working time. The Company shall determine starting and quitting time for each shift; however, the day shift shall not commence prior to 6:00 a.m. nor after 8:00 a.m., the second shift shall start no later than two (2) hours after the first (1st) shift ends. Starting and stopping times may be changed or adjusted by mutual agreement of the Parties.

Section 3. Lunch periods will be as near the center of the shift as possible but may be staggered when necessary to meet operation requirements.

Section 4. The Company may work such shifts as are necessary to assure efficient and timely operations. Some operations may operate on a twenty-four (24) hour per day basis. Employees will be advised of their shift assignments.

Section 5. The Company and the Union shall cooperate to reduce the need for overtime. Overtime compensation shall be at the rate of one and one-half (1-1/2) times an employees' straight time rate for all credited hours in excess of eight (8) hours in a day, and for all hours worked on the sixth day of the workweek. There shall be no pyramiding of overtime pay. Overtime compensation on the seventh day of a workweek shall be at two (2) times employees' straight time rate. In order to qualify for two (2) times rate as provided above the employee must have worked or been compensated for forty (40) straight time hours, and must have worked scheduled work shift on the sixth day of work week. This shall include probationary employees.

Section 6. When it is necessary to work overtime, where reasonable and practical for the efficient operations the overtime will be distributed as fairly as possible on a voluntary basis among the employees, qualified to perform the work involved. In the event that sufficient number of qualified volunteers are unavailable, the Company shall assign employees as required; such employees will be required to do only such work as called for. If an employee completes his overtime assignment prior to the end of the shift, he will, upon request, be released from service, however, the Company may ask the employee to perform other overtime work that the employee can accept or reject. This does not relieve the employee from performing the normal and customary clean-up associated with the work assignment.

Upon request, employees will be permitted a minimum of two (2) consecutive rest days each calendar month. A record of all overtime worked in each department designated by Supervisor by each employee will be maintained by the Company and furnished to the Union within ten (10) days of the preceding calendar month.

Section 7. Each employee shall have a ten (10) minute paid rest period during the first (1st) half of each day worked and a ten (10) minute break period during the second (2nd) half of each workday.

ARTICLE 12 PAY RATES

Section 1. The rates of pay for employees within the bargaining unit will be those specified in Schedule "A" and Schedule "C" which are attached and made a part of this Agreement. Additional compensation for seniority will be as specified in Schedule "B", and made a part of this agreement.

ARTICLE 13 CALL IN PAY

Section 1. Where employees are called in at times contiguous to their regular shift, they shall be paid at the rate of time and one-half (1-1/2) for hours worked outside their regular shift hours.

Section 2. Where employees are called in at times not contiguous to their regular shift, they shall be paid time and one-half (1-1/2) for all hours worked, but not less than the equivalent of four (4) hours straight time pay.

Section 3. Where employees are called in on day 7 of their work week or a paid Holiday, they shall be paid two times the employee's straight time rate for all hours worked, but not less than the equivalent of four (4) hours straight time pay.

ARTICLE 14 REPORTING IN TO WORK

Section 1. All employees are required to notify the office twenty-four (24) hour answering service prior to the start of their shift if they are going to be late or miss work for whatever reason, however if circumstances beyond the employee's control prevent the employee from advising his supervisor of the need to be absent prior to the beginning of his shift, the employee will notify his supervisor as to the causes of such absence as soon as possible. Failure of employees to report their absence or tardiness is grounds for disciplinary action unless the employee subsequently demonstrates that circumstances beyond his control prevented such notification. Reporting an absence does not necessarily make it excused.

Section 2. The twenty-four (24) hour answering service phone number to record such messages is (607) 281-2080.

ARTICLE 15 VACATIONS

Section 1. Employees will be eligible under the following schedule effective April 1, 2007:

one (1) year, but less than five (5) years	2 weeks
five (5) years, but less than ten (10) years	3 weeks
ten (10) years, but less than twelve (12) years	3 weeks 1 day
twelve (12) years, but less than fourteen (14) years	3 weeks 2 days
fourteen (14) years, but less than fifteen (15) years	3 weeks 3 days
fifteen (15) years, but less than twenty (20) years	4 weeks
twenty (20) years	4 weeks 2 days

To be eligible for vacation the employee must have worked in the calendar year the vacation is taken.

Section 2. Employees that are separated from the Company for whatever reason will receive any eligible unused vacation pay they have earned. Pay while on vacation will be at the employee's rate in effect at the time the vacation is taken or paid.

Section 3. Employees will be required to submit vacation requests before the end of the first full week of January of each year. The Company will publish vacation schedules no later than January 31st. When vacations are taken, due regard consistent with requirements of the service shall be given to the desires and preferences of the employees in seniority order when fixing dates for their vacations. Vacations may be split in segments of not less than one (1) day. All first (1st) choices for vacation will be granted in seniority order before second (2nd) and subsequent choices will be considered. Subsequent choices for vacation will be granted in the same manner. If an assigned vacation is to be advanced or deferred by management or the employee, the parties will be given as much advance notice as possible; not less than ten (10) days' notice shall be given except when management determines that emergency conditions prevent such notice.

Section 4. At the time of vacation scheduling an employee may request one (1) week of vacation to be taken on a day-by-day basis, or in one quarter (1/4) or more hour increments. Any individual vacation day must be scheduled forty-eight (48) hours prior to the requested day, and cannot be taken on the scheduled workday preceding or following a holiday dependent upon production requirements; exceptions to this provision may be granted. However, final determination for granting vacation time will rest exclusively with the company.

ARTICLE 16 HOLIDAYS

Section 1. Each employee who has been employed at least forty-five (45) days, or as adjusted for time missed during probationary period, whichever greater, will receive eight (8) hours pay at their straight time hourly rate for the following eleven (11) designated holidays:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
2 Floating Holidays	Christmas Day
Independence Day	Christmas Eve

Section 2. In order to receive holiday pay, an eligible employee must work his last scheduled approved work hours preceding the holiday, and his first (1st) scheduled approved work hours following the holiday unless circumstances beyond the employees control prevents him from doing so. This does not preclude an employee who has been excused from working his full shift by the Production Manager from collecting holiday pay. Employees on approved vacation at the time of a designated holiday shall receive the holiday pay and the holiday will not be counted as a vacation day.

Section 3. Eligible employees who are required to work on a designated holiday will receive their regular holiday pay in addition to the double time rate paid for all hours worked.

Section 4. Holidays falling on Saturdays shall be observed on the previous Friday. Holidays falling on Sundays shall be observed on the following Monday.

Section 5. Holiday pay will be credited as hours worked for purposes of determining overtime.

Section 6. The Union will notify the Company in writing prior to October first (1st) of the preceding year of the specific date that one of the Floating Holidays is to be observed. The Company will notify the Union in writing prior to October first (1st) of the preceding year of the specific date that the other Floating Holiday is to be observed.

Section 7. Employees on Military leave or duty shall be paid for holidays falling during their Military leave or duty.

ARTICLE 17 PERSONAL TIME OFF

Section 1. Employees who worked in the year, will be eligible for personal days off in accordance with the following schedule: one (1) day off after the completion of the probationary period, two (2) days off after the completion of one (1) year of active service and three (3) days off after the completion of five (5) or more years of active service.

Section 2. Eligible employees will be allowed a day off on a regular scheduled work day with eight (8) hours pay at their regular straight time rate provided that, except in bona fide emergencies (a serious matter beyond the control of the employee), the employee requests approval from his Supervisor forty-eight (48) hours in advance of their desire to utilize a personal day off. All employee requests for personal days off which exceed ten (10%) percent of the force, with the exception of New York State deer season twenty (20%) percent in the employees

department, are subject to the work load and scheduling requirements of the Company. Personal days off are not accumulative from year-to-year. Personal days may be utilized in one quarter (1/4) or more hour segments as necessary or desired.

Section 3. Employees will receive their regular straight time hourly rate for any personal leave not taken during the calendar year. Such compensation will be paid to all eligible employees that are actively employed as of December thirty-first (31st) of each year on or before January thirty-first (31st) of the following year.

Section 4. If an employee is denied a personal day(s) and is subsequently laid-off the employee will be paid for such days in accordance with the provisions of Section Three (3) of this Article.

Section 5. Employees who work six (6) consecutive months without being absent for any reason shall be granted an additional personal day. Employees absent due to union business or military duty will be credited as hours worked for the purpose of this Article. Employees who choose not to use vacation days for scheduled holiday shut down periods will have their unpaid time credited as hours worked those days.

Section 6. An employee may call in or take off up to two (2) times per year and designate either vacation or personal time to be credited as hours worked for those days. An employee can earn an additional call in every six (6) months, capped at four (4) per year, by not having any unpaid time off. Determination of the award will occur on July 1st and January 1st. The employee must be an active employee for the entire six (6) months preceding the award date with the only exceptions that employees absent due to union business or military duty shall be credited as hours worked for the purpose of this Article.

ARTICLE 18 JURY DUTY

Section 1. An employee who is called upon to serve as a juror shall be granted jury duty pay for each day served as a juror, or prospective juror. Jury duty pay shall be granted only for days on which the employee would otherwise have worked a regular scheduled shift. Employees on the second or third shift who are summoned and serve a minimum of four (4) hours will be granted jury duty pay, provided they do not work their scheduled shift.

Section 2. Pay hereunder shall be computed at the employee's current rate of pay and shall not exceed eight (8) hours of pay per day.

Section 3. An employee who is summoned for jury duty must immediately present such summons to the supervisor to receive jury duty pay. The employee must provide the Company with a statement signed by an official of the Court certifying the employee's service as a juror, or prospective juror, and the date(s) and hours of service.

ARTICLE 19 BEREAVEMENT

Section 1. When a death occurs in the employee's family, paid bereavement leave will be allowed for three (3) working days. The employee can save one day for activities related to the death. This day is to be used within ninety (90) calendar days of the death. The employee will be allowed eight (8) hours pay at the regular straight time rate for each day of bereavement leave. For purposes of this Article "family" shall include spouse, children, son-in-law,

daughter-in-law, mother, father, mother-in-law, father-in-law, sister, brother, grandchildren, grandfather, grandmother, and step relations. In addition, should the funeral of an sister-in-law, brother-in-law, aunt or uncle (but not step relations) fall on a working day, the employee will be allowed eight (8) hours bereavement leave and eight hours pay at the regular straight time rate.

Section 2. Employees must notify their supervisor as soon as practicable of the need for funeral time off and they must provide evidence of the death upon their return to work.

ARTICLE 20 LEAVES OF ABSENCE

Section 1. When an employee is unable to work an extended period of time due to an off the job illness or injury, the employee will be granted an unpaid medical leave of absence equal to one-half (1/2) his length of Company service, or a maximum of eighteen (18) calendar months following the month the employee's disability occurs, whichever is greater if the employee provides the Company with a signed letter from his doctor stating he is unable to perform the work required of his classification.

Section 2. During an approved medical leave of absence, the Company will pay the cost of continuing the employee's medical insurance for four (4) months effective the first (1st) of the month following the start of the leave of absence. The employee(s) on a medical leave of absence may continue their medical coverage after the four (4) month period by paying the Company's actual cost of coverage until the end of their leave of absence period. The payment must be received at the plant's administrative office by certified mail by the first (1st) of the month for the next month's extension. If the payment is not received by the first (1st) of the month, insurance coverage will not be continued.

Section 3. An unpaid general leave of absence may be granted for a period of up to sixty (60) calendar days. Employees must apply for an unpaid general leave of absence through their supervisor who will review and approve the request providing the absence will not adversely affect the Company operations. All requests will be considered only on the basis of the employee's circumstances and the extent to which the employee's absence will have an adverse affect on the Company's operations. Any extension request for such leave must be approved by the Production Manager. Employees who return to work from an unpaid general leave of absence, on or before the agreed upon time within the sixty (60) day period, will be returned to the work force in the same classification they would have held if they had not gone on the leave of absence.

Section 4. Upon written notice from the District Lodge #19 I.A.M.A.W. to the Human Resources Director, employees elected or appointed to recognized and regular full-time positions with the Union will be granted appropriate leaves of absence with the Company for the duration of their term of office. Upon receipt of a one (1) week advance notice a leave of absence will be granted to a maximum of five (5) employees at any one time who are acting as union officials for attendance at conventions or for education purposes.

Section 5. Employees on temporary disability due to a on-the-job illness or injury shall be granted a leave of absence and shall be considered on inactive status until such employee is released to perform the available work or certified as permanently disabled.

Section 6. Employees will not be considered active employees while they are on leave of absence or inactive status and will not receive vacation credits during this period except as