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LABOR AGREEMENT INTERPRETATION

SUBJECT: Application of Section 211.5 - (Physical Agreement)  
and Section 8.5 - (Clerical Agreement)

TITLE 211. VACATIONS - Physical Agreement  
TITLE 8. VACATIONS - Clerical Agreement

To clarify the meaning of Section 211.5 of the Physical Agreement and Section 8.5 of the Clerical Agreement, Company and Union have agreed to the following:

Holidays occurring during an employee's vacation shall be treated as follows:

1. If a holiday falls on a work day while an employee is on vacation, the provisions of Section 211.5 of the Physical Agreement or Section 8.5 of the Clerical Agreement shall be applicable.
2. If a holiday falls on a non-work day while an employee is on vacation, the provisions of Section 103.5 of the Physical Agreement or Section 14.4 of the Clerical Agreement shall be applicable.

For Union Ronald T. Weathly  
Its Business Manager

For Company [Signature]  
Its Manager of  
Industrial Relations

October 11, 1965  
Date