

Date:

For the Union:

For the Company:

## **Article 5 Union Representation-deletion**

**Bargaining Committee 5.1. OT Provisions for Committee-** deletion of “~~The Chairperson and full time committee persons will be subject to the overtime provisions of this Agreement.~~”

*Article 23 modification of from 30 days to 60 days*

## **Article 32.1 Temporary layoff – change**

Modify only this portion of the provision 32.1 temporary layoff-discussion a temporary layoff of a department, classification, or the plant due to breakdown, shortage of material, inventory adjustments, decreased production requirements of a temporary duration, customer shutdown or other emergency conditions may be made for a period not to exceed ten (10) regular working days per occurrence with a maximum of thirty five (35) working days per calendar year, without regard to the regular layoff procedure. The union and company, by mutual agreement, may extend the duration of an individual occurrence and/or the annual maximum. During such temporary layoff, an employee may not exercise seniority transfer privileges.

### **STIPULATIONS:**

- 1 week or less by shift
- More than 1 week by department
- Employee can find qualified replacement
- P415 ACTIVITY IN 2008 TREATED AS A TEMPORARY LAYOFF

## **Article 36 Bidding/Transfers-change**

- Transfer>Transfer – 6 mos wait
- Transfer>bid – no wait
- Bid>Bid – 6 mos wait
- Bid>Transfer – 6 mos wait

### **Language changes:**

- An employee transferred to a different department or classification as a result of the Company honoring an employee’s transfer request ~~or job bid~~ must remain in the new department and or classification for a period of six (6) months before he/she is again eligible for a transfer. This restriction of six (6) months after honoring an employee’s transfer will be waived in the event the Company creates a new classification and an employee so restricted desires transfer to the new classification.

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### **Article 38 Hours and Premium Pay-OT Provisions addition**

All hours counted as hours worked for:

- Union Leave
- Jury Duty
- Bereavement

### **Overtime scheduling-Article 40**

#### **OT Procedures-Change**

Amend:

The following exception to the twenty-four (24) hour cycle premium pay provisions described above will apply for an employee who, due to the start up of equipment, works the four (4) hour period immediately preceding the start of the week for employees whose shift begins on or about 10:30 p.m. on Sunday. Hours worked during this period will be paid according to the amended terms. For 3<sup>rd</sup> shift employees, these start up hours will be combined with all other hours worked on Monday for overtime premium determination. Should the employee accumulate more than eight (8) hours in their Monday twenty-four (24) hour cycle, the overtime premium will be paid in accordance with the provisions of (b) and/or (d) above as the case may be. Pay for volunteers and/or qualified replacements for start up hours from outside the shift, classification and/or department will also be paid according to the amended terms. Volunteers and/or qualified replacements can not add cost.

There will be no pyramiding or duplication of overtime premiums for any period worked.

when overtime is scheduled by the company for any department, classification or shift, a two (2) day notice will normally be given to employees being scheduled for voluntary or mandatory overtime. In case of emergency situations, a notice of less than two (2) days may occur.

Voluntary and mandatory overtime will be scheduled separately and rotated by utilizing the seniority list of each classification on a shift in a department. Voluntary and mandatory opportunities will be maintained and rotated separately and further segregated by daily, saturday or sunday overtime assignment opportunities. The rotation and record of rotation will be maintained by the team leader or coordinator as determined by the company in each department on a shift by classification. As new employees enter the classification on a shift they will be placed in seniority order and be in the rotation as soon as they are fully qualified to perform the

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duties of the job. Any employee who has his/her turn for either voluntary or mandatory overtime missed will be the first to be scheduled on the next incident of voluntary or mandatory; daily, saturday or sunday whichever the case may be.

#### **40.1 voluntary overtime**

The company will determine the number of employees and hours of overtime by shift, classification and department for daily, saturday and/or sunday overtime. The team leader or coordinator, as the case may be, will then post a volunteer sign up sheet in an accessible location designated by the coordinator and known to all employees and will provide a copy to the departmental steward. The voluntary sign up sheet will provide the specifics of the required overtime period; daily, saturday or sunday; date and hours to be worked and the number of employees to be scheduled. Except in case of emergency the voluntary sign up sheet will be posted before the first break on the shift requiring overtime two (2) days prior to the date of overtime. For example, if overtime is needed on wednesday, the voluntary sign up sheet will be posted before the first break on the monday immediately preceding the wednesday. Monday and/or tuesday daily overtime will be posted before the first break on the immediately preceding friday. For weekend overtime, saturday and/or sunday, the sign-up sheet or notice of full production will be posted before the first break on the shift requiring overtime on the immediately preceding thursday. The notice of full production will be posted in both buildings

The team leader or coordinator will remove the voluntary sign up sheet at the conclusion of the lunch period on the day the sheet was posted. The list will be reviewed against the applicable seniority roster for the type of overtime in question daily, saturday or sunday. The employee next up (the most senior employee on the roster immediately following the employee last scheduled for voluntary overtime) for overtime who has volunteered will be placed on a final volunteer list. Those by seniority on the appropriate seniority roster who did not volunteer will be considered as having volunteered for purpose of future voluntary overtime opportunity rotation. If there are sufficient volunteers from the classification on the shift in the department then the process will be at an end and the final list will be immediately posted, but in no event later than the end of the shift. If, however, there were not a sufficient number of volunteers, then the team leader or coordinator will consider, in seniority order, any qualified volunteers from other classifications, departments and/or shifts that have made themselves available to the team leader or coordinator. Employees cannot volunteer out of their classification and department when their classification or department is scheduled for overtime and they did not volunteer for

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their own classification and department. Qualified volunteers from other shifts, departments and/or classifications will only be considered if there is no added cost to the company for them to work the overtime. Once again, the team leader or coordinator will determine if the overtime need has been satisfied by volunteers from other classifications and or departments. If the requirement has not been fully satisfied, then the employees will be scheduled under the mandatory overtime procedure. The final voluntary list will be posted, in any event, by the end of the shift that the list was first posted.

#### **40.2 mandatory overtime**

The company and union desires to rely on voluntary overtime to achieve our schedules whenever possible. However, we also recognize that for the business to survive and bargaining unit jobs to be retained, we must supply and service our customers both internal and external therefore, mandatory overtime will be kept to a minimum, however, the company may schedule, on a mandatory basis, daily overtime (up to four (4) hours) and/or saturday overtime (sixth day of the work week). Overtime for sunday (seventh day of the work week) and/or holidays as defined in this labor agreement will be voluntary and will only be scheduled on a mandatory basis in extreme situations where failure to schedule such overtime will disrupt or lead to the disruption of the supply of product or service to our customers, either internal or external.

In order to avoid mandatory scheduling of overtime, the plant manager and/or pertinent staff members will meet on a regular basis with the bargaining committee and give status reports on the circumstances that prompted the mandatory overtime schedule and discuss, explore and attempt to find alternatives to mandatory overtime that satisfies the needs of our customers and operation, but also recognizes the employee's need for time off. Possible solutions may include, but not be limited to, part time employees or alternate work schedules. The parties recognize it is not advantageous to the union or company to substantively increase cost, therefore, in exploring solutions to mandatory overtime, the financial impact of such solution will be a key consideration along with the needs of the employees.

The coordinator or team leader will determine the number of employees that are necessary to be scheduled under the mandatory overtime procedure by subtracting the number of volunteers from the posted requirement. The coordinator or team leader will then review the mandatory overtime roster applicable to the overtime period; daily, saturday or sunday. By seniority order, the coordinator or team leader will schedule the next least senior employee immediately following

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the last employee scheduled for mandatory overtime on the applicable roster and so on, until the required number of employees are achieved. The coordinator or team leader will post the mandatory list by the end of the shift that the voluntary overtime posting was made.

In the event that a partial shift is scheduled or a specific piece of equipment is scheduled to run and the voluntary overtime procedure did not provide an employee(s) with the requisite experience to perform the required duties the company may schedule, first from any remaining volunteers not assigned by seniority then on a mandatory basis, the next least senior qualified employee who has the requisite experience even if this requires other employees to be bypassed in the voluntary or mandatory overtime procedure. The company will, when practical and reasonable, provide the necessary training and job rotation so this bypassing will be kept to a minimum. The company will, when scheduling training for the purpose of the immediately preceding sentence, request volunteers from the classification in the department on the shift. The schedule of training will be by seniority order from the volunteers first, then the others who did not volunteer using reverse order of seniority to schedule the remaining employees.

In the event that employees are scheduled for mandatory overtime and after the overtime period has commenced it is apparent that too many employees were scheduled to work on a mandatory basis the excess employees will be allowed to leave, if they so request, without pay obligation on the part of the company. The last employee scheduled will be the first to leave and so on until the excess has been eliminated. Should the excess employees fail to request to leave they will be expected to perform the duties assigned to them, within their classification, by the company.

Should an employee scheduled for mandatory overtime find a qualified replacement that does not add cost and the coordinator approves such replacement they will be excused from such mandatory assignment. The employee must make such request of the coordinator in a timely manner.

### **40.3 other overtime conditions**

Each employee is individually responsible for reviewing the final voluntary and mandatory overtime list. Employees scheduled either on a voluntary or mandatory basis must report to work at the assigned time for the applicable overtime and work the entire period scheduled. Absence during any scheduled overtime period, voluntary or mandatory, will be recorded under the absentee control procedure in the same manner as an absence tardy, or left early would be if

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it were a normal non-overtime shift of work.

Employees will not be allowed to volunteer or be mandated to work more than twelve (12) hours in any twenty-four (24) hour period except a skilled employee who is in the later stages of a project, expects to complete said project in a reasonable period beyond twelve (12) hours and volunteers to continue working to complete said project may work to a maximum of sixteen (16) hours. The twenty-four (24) hour period is defined in article 38, hours and premium pay.

Team members absent for any reason on the day the overtime sheets are posted will not be considered for mandatory overtime. However, if the employee's absence is due to a casual absence, said employee will be the first employee scheduled for the next mandatory overtime period regardless of their seniority position in the rotation on the applicable roster. This does not apply to full production events. Rules regarding full production events are noted below.

The departmental steward or a member of the bargaining committee will have access to the overtime roster and will bring any problems to the attention of the coordinator immediately. Should an employee be missed for voluntary or mandatory overtime they will be moved to the head of the overtime list for the next available opportunity on the applicable roster. This will be the normal remedy to any missed overtime opportunities or scheduling errors unless they are continual in a department on a shift or unless the appropriate coordinator is notified in advance and fails to correct the mistake.

If an employee schedules vacation after the overtime list is posted, they are still responsible for their overtime as scheduled by this procedure regardless of what day of the week it is on or for what length of time overtime is required.

### **Exceptions to the overtime scheduling procedure-Change**

Team leaders may be scheduled to work an additional one half hour per day to assure shift coordination. If so, scheduled hours worked will not be used in the administration of the voluntary or mandatory daily overtime roster.

Full production overtime may be scheduled without regard to the regular volunteer process for any day in the work week except Sundays and/or holidays. Sunday (seventh day of the work week) and/or holidays will only be scheduled on a mandatory basis in extreme situations where failure to schedule such overtime will disrupt or lead to the disruption of the supply of product or

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service to our customers, either internal or external. When full production is scheduled a sign up sheet will be posted to take volunteers from outside the affected department. All employees absent on the thursday a full production weekend overtime is posted but present on the immediately following friday will be required to work if the employees' absence is due to a casual absence. Employees on vacation and/or approved absence on that thursday will be allowed to volunteer to work and the department can mandate, using reverse seniority, up to 50% of those on vacation, Union leave, or approved medical leave to work the weekend overtime if they are present on friday.

#### **Article 46-Vacation Time Off and Pay-Addition**

All employees will be required to reserve four (4) vacation days for the purpose of shut-down during the week of July 4<sup>th</sup>. The Company will provide notice, by posting, no later than February 1<sup>st</sup> of each year notifying the workforce of the pending shut down. In the event an employee is required to work over the shut down period the four (4) days of vacation will be credited back to their vacation balance to be utilized for the remainder of the year. Employees will not be eligible for Unemployment compensation during the forced shut-down vacation period. A new hire that is not eligible for vacation in accordance with Article 46 of the labor agreement may make application for Unemployment Compensation during this subject shutdown period.

Vacation 24 Hour Clock-Employee will not be subject to mandatory requirements the 4 hours immediately preceding their 24 hour clock when a vacation day has been approved.

#### **Article 46 Vacation Time Off and Pay-addition**

- Applications submitted 1/1-1/31 will remain on file in the employees current department. 1/31 applications are maintained on file and are checked prior to granting an application submitted after 1/31. If there are no applications on file vacations will be granted on a first come first serve basis as outlined in the current agreement.
  - If a vacation is rescinded the next highest seniority request on file will be granted
  - If employee changes department the current contract provisions will be followed

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**Article 46 Vacation Time Off and Pay-Change**

The current % of people allowed off for vacation will be used as a reference starting point. However, business conditions and other factors can cause a change. Management will commit to notifying the union in advance of any changes in these numbers necessary to assure sufficient manpower to effectively staff for production.

**Article 46 Vacation Time Off and Pay**

- Page 65 – after “weekend” add “holiday weekend”
- also wants Sick Leave Settlement added as a letter of understanding  
**language changes:**

Any employee may request or cancel vacation time off by completing and turning in a vacation request form to their coordinator (supervisor) provided said request or cancellation is submitted at least twenty-four (24) hours prior to the commencement of the vacation. Any employee taking a vacation day on a day immediately preceding or immediately following a weekend (ADD) or a “holiday weekend” will be excused, if they choose, from work scheduled on that weekend. Holiday weekends are those weekends that are contiguous with a paid holiday.

**Article 52 Personal Leave Provisions: Addition:** Union will receive copies of all personal leave requests

**Article 56 Family and Medical Leave-addition to current language**

The Family and Medical Leave Act (FMLA) of 1993, provides for up to twelve (12) weeks of unpaid, job protected leave to eligible Employees for certain family and medical reasons. Employees are considered eligible if they have worked for the covered employer (Dana) for at least one year, and for 1,250 hours over the previous twelve (12) months. Please contact Human Resources to determine your eligibility. FMLA will be calculated on a calendar year.

Leaves will be granted for the following reasons:

- ◆ for the care of the Employee’s child (birth or placement for adoption or foster care);
- ◆ for the care of the Employee’s spouse, son or daughter, or parent who has a serious health condition; or
- ◆ for serious health condition that makes the Employee unable to perform their job.

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The Employee will be required to provide leave notice and medical certification to qualify for FMLA.

If an employee is not eligible for the FMLA leave they may still be entitled to other Leave provisions such as sick leave, personal leave, etc. as stated as part of this Collective Bargaining Agreement.

#### **ARTICLE 60 BEREAVEMENT PAY-CHANGE**

- Parent or Foster Parent (not to be duplicated)
- stepparent
- parent or stepparent of current spouse
- child
- stepchild
- brother
- stepbrother
- sister
- stepsister
- grandparents
- grandparents of current spouse
- grandchildren
- current spouse
- step grandchildren
- sons-in-law
- daughters-in-law

An active employee with seniority, on request, will be excused for up to three (3) regularly scheduled days of work during the (5) days (excluding Saturdays, Sundays and paid holidays or regular scheduled days off) immediately following the death. After making written application within thirty (30) days following the death, the employee shall receive eight (8) hours pay if applicable for each or all of the three (3) bereavement days provided he is absent from work due to such death in the family. Provided timely documentation is provided to the human resource department establishing the relationship of the deceased to the employee and the date of death and date of funeral the bereavement pay will be made in the week the bereavement day(s) are taken or the immediate following week after such documentation is provided. Days of layoff, leave of absence, and short-term military duty are days for which the employee is not entitled to bereavement pay.

When a death occurs prior to or during a vacation which is scheduled, up to one (1) week of

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vacation shall be cancelled and rescheduled, should the employee so desire.

Payment shall be made at the employee's regular straight-time hourly rate plus shift premium at the time of the death exclusive of overtime premiums. Time off for bereavement will not affect attendance in the Elizabethtown facility.

Bereavement pay will be paid in instances involving stillborn birth of which death certification is filed.

When the date of the funeral or memorial service is outside the initial five (5) day period following death, the employee will have his excused absence from work delayed until the period of three (3) normally scheduled working days, which includes the date of the funeral (add) or memorial service.

#### **Article 67 Furnishing of Contracts-addition**

**Contract Printing-**Company agrees to provide copies within 6 months of ratification and final approval.

**Tool Allowance-** The Company and the Union agree to make whole those skilled trades employees not receiving the \$500 tool allowance with the ratification of the 2004 agreement. The same manner for reimbursement as outlined in the file letter dated February 19, 2004 will apply.

**Internal Job Postings-**will maintain practice and add as a file letter titled Internal Work Assignments. We are not forfeiting the right to assign work but rather adding a courtesy to employees for preference. Below please find an example of the inner-department position placement guideline.

##### Inner Department Position Placement

1. No bumping
2. When a position comes open, it is posted for three days.
3. A person will turn in a 3"x5" index card the Coordinator or Shift Manager with their name, employee number and position(s) desired in order of priority.
4. At the end of the third day the Coordinator or Shift Manager will go through the cards and determine the most senior person to assume the open position.
5. The most senior person that has put in a request for the open position, will be moved into that position the following Monday.
6. The person that moves into the new position will have five days to accept or decline the position. It is the Product Tech's responsibility to let the Coordinator know if they wish to decline. The person will stay in that position a minimum of one week unless otherwise determined by the Coordinator or Manager.

Note: A person will not be limited on a number of moves that they can make, however, a person is expected to only apply for positions that they are honestly interested in.

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**Supplement A-Wage Adjustments-change**

- Mutual withdrawal without precedent of pending arbitration settlement to case in Elizabethtown regarding wages. Company to pay arbitration fees.
- Effective upon ratification of the Settlement Agreement and the approval of the Bankruptcy Court and payable within two (2) weeks following such ratification and approval, a lump sum bonus in the amount of twenty-five hundred dollars (\$2500) .
- Effective July 7, 2008, each employee of the Elizabethtown, KY facility shall be granted a two and a half percent (2.5%) General Wage Increase. The method of accomplishing this shall be to add two and a half percent (2.5%) to the base hourly rate of each employee's job classification including the minimum and maximum rates for progression rate classifications (if applicable) exclusive of shift premiums.
- Effective January 4, 2010, each employee of the Elizabethtown, KY facility shall be granted a two and a half percent (2.5%) General Wage Increase. The method of accomplishing this shall be to add two and a half percent (2.5%) to the base hourly rate of each employee's job classification including the minimum and maximum rates for progression rate classifications (if applicable) exclusive of shift premiums.

**Start-Up Pay Guidelines**

The Company will, upon ratification, pay the first two (2) hours of start-up pay at 1-1/2 times pay and the second two (2) hours at double time pay.

**Memorandum of Understanding  
Drug and Alcohol Policy -change  
Grounds for Testing**

- In keeping with the purposes and policies of this program, a drug/alcohol test will be administered when reasonable suspicion exists to believe an employee is involved in drug/alcohol misuse.
- Random testing will not be allowed unless required by law.
- Reasonable suspicion can be determined by such things as employee appearance, speech, behavior or conduct, breathe odor etc. Additionally, any employee responsible

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for an accident resulting in personal injury requiring treatment by an outside provider or substantial property damage may be tested for drug/alcohol use.

- **Other:**
- Company agrees to fly the UAW flag in Elizabethtown. The union shall provide the flag to the Company and maintain it in a manner similar to the other flags flying in Elizabethtown.

## **Supplement B**

**Benefit Eligibility-** Employees hired into the Elizabethtown, KY facility will be eligible for benefits the first of the following month after acquiring 6 months of service.

## **SUPPLEMENT D – APPRENTICESHIP AGREEMENT**

- **Delete reference to Apprentice from the list of job classifications subject to bidding procedure. Add to Article 36.2 Job Bidding a Section D as follows:**  
**SPECIFIED PROCEDURE FOR APPRENTICE**

Selection of the participants in the Skilled Trades Apprenticeship program is not subject to the Job Bidding or Transfer provisions and will be accomplished as defined in Supplement D - Apprenticeship Agreement.

### **language changes:**

In the first five hundred (500) hours, an employee with seniority shall have a grace period. During this grace period, the apprentice may elect to return to his previous job, if open, or will use the normal layoff procedure and their apprenticeship agreement will be cancelled by the Joint Apprenticeship Committee. However, the above cannot take place without the apprentice first having consultation with the Apprenticeship Committee. **(ADD)** After the first 500 hours, if the employee substantiates a significant hardship the Joint Apprenticeship Committee may allow an employee to resign from the program. The apprentice may elect to return to his previous job, if open, or to another open position if they meet the qualifications and requirements of the Transfer/Bid procedures

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- No active DOD on file
- Joint Apprenticeship Union Representative will receive copies of applications
- Posting of Opportunity for 2 weeks
- Apprenticeship not a classification for purposes of bidding.

**Supplement F**

**VENDING SERVICES UNDERSTANDING** –The Company has the right to eliminate or modify existing steam table operations. All other vending machine services will be maintained and the option to have a mobile vending service replace steam table operations will not be prohibited. The Company will consider reinstatement with increase in headcount and considering financial viability

**Supplement F-Change**

**UNIFORM POLICY** -THE COMPANY WILL AGREE TO T-SHIRTS WITH UAW EMBLEMS TO MUTUALLY SELECT NOT LESS THAN 3 STYLES.

**DEFINITION OF 12 MONTHS** - twelve months is defined as running from a date to twelve months later at the beginning of the same date.

**Modifications To Contract Reflecting Settlement Agreement Of May, 23, 2005**

**VACATION TIME;** (ADD to Article 46 Vacation Time Off and Pay)

An employee’s request for vacation submitted less than 24 hours prior to the commencement of the vacation will be approved as long as the company’s pre-determined vacation allotment is not exhausted. Approvals for vacations beyond the allotment are at the discretion of the company.

**ARTICLE 54 SICK LEAVE (ADD)**

**1. Definition of Approved Medical Leave/Sick Leave:**

- a. An FMLA approved medical leave
- b. Absences required by an authorized health care provider for *greater* than 3 days due to a health condition, illness or injury
  - i. Absences of 3 days or less will only be considered as an approved medical leave if you are;
    1. Injured in an accident

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2. Hospitalize as an inpatient
3. Undergoing out-patient surgery

**ARTICLE 79 ELIZABETHTOWN ATTENDANCE: (ADD)**

**Option #1 – Make –Up Time:** (ADD at start of paragraph) A Make-Up is time worked to replace time missed due to a tardy or absence, including those absences where the employee requests a change to their set schedule in order to work the hours needed to replace their missed time, but failed to make their request for the schedule adjustment at least 30 minutes prior to the start of their shift. It is understood that Make-Ups worked to replace time missed at regular time must occur within the same 24 hour period as the time missed, except for make-ups for a missed overtime event or if the employee is making up time within the same 24 hour period of a scheduled vacation or personal day.

**Option #5 Altered Work Schedules.** (ADD at start of Paragraph) An altered work schedule is defined as an approved request to change an employee’s set schedule, made no less than 30 minutes prior to the start of their shift. Adjustments are limited to altering the starting and/or ending time; can include leaving to tend to the personal circumstance and returning to work the remaining hours of the shift, including any missed time as long as all required hours are worked within the same 24 hour period as the time missed and the altered schedule meets the other conditions that follow.

**PERSONAL DAY – (ADD to Article 49.1 Personal Days at the end of the first paragraph)**

If an emergency or an unforeseen event arises that requires an employee immediately absent themselves from work after their shift has commenced, the employee may use a personal day. The requirement that the personal day be scheduled in advance of being off will be waived in these instances. All other conditions detailed in Article 49.1 and/or other applicable Articles of the Labor Agreement will be enforced. Employees will be paid for time worked in accordance with Article 38 - Hours and Premium Pay and will receive eight hours of straight pay for the Personal Day used.

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**Holidays:**

Labor Day	Monday, September 3, 2007
Thanksgiving Day	Thursday, November 22, 2007
Day After Thanksgiving	Friday, November 23, 2007
Christmas Eve	Monday, December 24, 2007
Christmas Day	Tuesday, December 25, 2007
New Years Eve	Monday, December 31, 2007
New Years Day	Tuesday, January 1, 2008
Good Friday	Friday, March 21, 2008
Memorial Day	Monday, May 26, 2008
Independence Day	Friday, July 4, 2008
Labor Day	Monday, September 1, 2008
Thanksgiving Day	Thursday, November 27, 2008
Day After Thanksgiving	Friday, November 28, 2008
Christmas Eve	Wednesday, December 24, 2008
Christmas Day	Thursday, December 25, 2008
New Years Eve	Wednesday, December 31, 2008
New Years Day	Thursday, January 1, 2009
Good Friday	Friday, April 10, 2009
Memorial Day	Monday, May 25, 2009
Independence Day	Friday, July 3, 2009
Labor Day	Monday, September 7, 2009
Thanksgiving Day	Thursday, November 26, 2009
Day After Thanksgiving	Friday, November 27, 2009
Christmas Eve	Thursday, December 24, 2009
Christmas Day	Friday, December 25, 2009
New Years Eve	Thursday, December 31, 2009
New Years Day	Friday, January 1, 2010
Good Friday	Friday, April 2, 2010
Memorial Day	Monday, May 31, 2010
Independence Day	Monday, July 5, 2010
Labor Day	Monday, September 6, 2010
Thanksgiving Day	Thursday, November 25, 2010
Day After Thanksgiving	Friday, November 26, 2010
Christmas Eve	Friday, December 24, 2010
Christmas Day	Monday, December 27, 2010
New Years Eve	Friday, December 31, 2010
New Years Day	Monday, January 3, 2011
Good Friday	Friday, April 22, 2011
Memorial Day	Monday, May 30, 2011