

**ARTICLE 7**  
**HOLIDAYS**

**Section 7.1 Dates on Which Observed.**

The following holidays shall be observed by the Company for the purposes set forth in this Article 7:

<b>2008 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Thanksgiving Day	Thursday	November 27, 2008
Friday following Thanksgiving	Friday	November 28, 2008
Winter Break	Wednesday	December 24, 2008
Winter Break	Thursday	December 25, 2008
Winter Break	Friday	December 26, 2008
Winter Break	Monday	December 29, 2008
Winter Break	Tuesday	December 30, 2008
Winter Break	Wednesday	December 31, 2008
<b>2009 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Thursday	January 1, 2009
Memorial Day	Monday	May 25, 2009
<b>2009 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Independence Day	Friday	July 3, 2009
Labor Day	Monday	September 7, 2009
Thanksgiving Day	Thursday	November 26, 2009
Friday following Thanksgiving	Friday	November 27, 2009
Winter Break	Thursday	December 24, 2009
Winter Break	Friday	December 25, 2009
Winter Break	Monday	December 28, 2009
Winter Break	Tuesday	December 29, 2009
Winter Break	Wednesday	December 30, 2009
Winter Break	Thursday	December 31, 2009
<b>2010 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Friday	January 1, 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
Friday following Thanksgiving	Friday	November 26, 2010
Winter Break	Friday	December 24, 2010
Winter Break	Monday	December 27, 2010
Winter Break	Tuesday	December 28, 2010
Winter Break	Wednesday	December 29, 2010
Winter Break	Thursday	December 30, 2010
Winter Break	Friday	December 31, 2010
<b>2011 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	January 3, 2011
Memorial Day	Monday	May 30, 2011
Independence Day	Monday	July 4, 2011
Labor Day	Monday	September 5, 2011
Thanksgiving Day	Thursday	November 24, 2011
Friday following Thanksgiving	Friday	November 25, 2011
Winter Break	Friday	December 23, 2011
Winter Break	Monday	December 26, 2011
<b>2011 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Tuesday	December 27, 2011
Winter Break	Wednesday	December 28, 2011
Winter Break	Thursday	December 29, 2011
Winter Break	Friday	December 30, 2011
<b>2012 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	January 2, 2012
Memorial Day	Monday	May 28, 2012
Independence Day	Wednesday	July 4, 2012
Labor Day	Monday	September 3, 2012
Thanksgiving Day	Thursday	November 22, 2012
Friday following Thanksgiving	Friday	November 23, 2012

Winter Break	Monday	December 24, 2012
Winter Break	Tuesday	December 25, 2012
Winter Break	Wednesday	December 26, 2012
Winter Break	Thursday	December 27, 2012
Winter Break	Friday	December 28, 2012
Winter Break	Monday	December 31, 2012
<b>2013 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Tuesday	January 1, 2013
Memorial Day	Monday	May 27, 2013
Independence Day	Thursday	July 4, 2013
Labor Day	Monday	September 2, 2013
Thanksgiving Day	Thursday	November 28, 2013
Friday following Thanksgiving	Friday	November 29, 2013
Winter Break	Tuesday	December 24, 2013
Winter Break	Wednesday	December 25, 2013
Winter Break	Thursday	December 26, 2013
Winter Break	Friday	December 27, 2013
Winter Break	Monday	December 30, 2013
Winter Break	Tuesday	December 31, 2013
<b>2014 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Wednesday	January 1, 2014
<b>2014 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Memorial Day	Monday	May 26, 2014
Independence Day	Friday	July 4, 2014
Labor Day	Monday	September 1, 2014
Thanksgiving Day	Thursday	November 27, 2014
Friday following Thanksgiving	Friday	November 28, 2014
Winter Break	Wednesday	December 24, 2014
Winter Break	Thursday	December 25, 2014
Winter Break	Friday	December 26, 2014
Winter Break	Monday	December 29, 2014

Winter Break	Tuesday	December 30, 2014
Winter Break	Wednesday	December 31, 2014
<b>2015 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Thursday	January 1, 2015
Memorial Day	Monday	May 25, 2015
Independence Day	Friday	July 3, 2015
Labor Day	Monday	September 7, 2015
Thanksgiving Day	Thursday	November 26, 2015
Friday following Thanksgiving	Friday	November 27, 2015
Winter Break	Thursday	December 24, 2015
Winter Break	Friday	December 25, 2015
Winter Break	Monday	December 28, 2015
Winter Break	Tuesday	December 29, 2015
Winter Break	Wednesday	December 30, 2015
Winter Break	Thursday	December 31, 2015
<b>2016 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Friday	January 1, 2016
Memorial Day	Monday	May 30, 2016
Independence Day	Monday	July 4, 2016
Labor Day	Monday	September 5, 2016
Thanksgiving Day	Thursday	November 24, 2016
Friday following Thanksgiving	Friday	November 25, 2016
Winter Break	Friday	December 23, 2016
<b>2016 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	December 26, 2016
Winter Break	Tuesday	December 27, 2016
Winter Break	Wednesday	December 28, 2016
Winter Break	Thursday	December 29, 2016
Winter Break	Friday	December 30, 2016
<b>2017 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	January 2, 2017

Memorial Day	Monday	May 29, 2017
Independence Day	Tuesday	July 4, 2017
Labor Day	Monday	September 4, 2017
Thanksgiving Day	Thursday	November 23, 2017
Friday following Thanksgiving	Friday	November 24, 2017
Winter Break	Friday	December 22, 2017
Winter Break	Monday	December 25, 2017
Winter Break	Tuesday	December 26, 2017
Winter Break	Wednesday	December 27, 2017
Winter Break	Thursday	December 28, 2017
Winter Break	Friday	December 29, 2017
<b>2018 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	January 1, 2018
Memorial Day	Monday	May 28, 2018
Independence Day	Wednesday	July 4, 2018
Labor Day	Monday	September 3, 2018
Thanksgiving Day	Thursday	November 22, 2018
Friday following Thanksgiving	Friday	November 23, 2018
Winter Break	Monday	December 24, 2018
Winter Break	Tuesday	December 25, 2018
Winter Break	Wednesday	December 26, 2018
Winter Break	Thursday	December 27, 2018
Winter Break	Friday	December 28, 2018
Winter Break	Monday	December 31, 2018

2019 Holidays	Day	Date of Observance
Winter Break	Tuesday	January 1, 2019
Memorial Day	Monday	May 27, 2019
Independence Day	Thursday	July 4, 2019
Labor Day	Monday	September 2, 2019
Thanksgiving Day	Thursday	November 28, 2019
Friday following Thanksgiving	Friday	November 29, 2019
Winter Break	Tuesday	December 24, 2019
Winter Break	Wednesday	December 25, 2019
Winter Break	Thursday	December 26, 2019
Winter Break	Friday	December 27, 2019
Winter Break	Monday	December 30, 2019
Winter Break	Tuesday	December 31, 2019
2020 Holidays	Day	Date of Observance
Winter Break	Wednesday	January 1, 2020
Memorial Day	Monday	May 25, 2020
Independence Day	Friday	July 3, 2020
Labor Day	Monday	September 7, 2020
Thanksgiving Day	Thursday	November 26, 2020
Friday following Thanksgiving	Friday	November 27, 2020
Winter Break	Thursday	December 24, 2020
Winter Break	Friday	December 25, 2020
Winter Break	Monday	December 28, 2020
Winter Break	Tuesday	December 29, 2020
Winter Break	Wednesday	December 30, 2020
Winter Break	Thursday	December 31, 2020
2021 Holidays	Day	Date of Observance
Winter Break	Friday	January 1, 2021
Memorial Day	Monday	May 31, 2021
Independence Day	Monday	July 5, 2021
Labor Day	Monday	September 6, 2021

Thanksgiving Day	Thursday	November 25, 2021
Friday following Thanksgiving	Friday	November 26, 2021
<b>2021 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Friday	December 24, 2021
Winter Break	Monday	December 27, 2021
Winter Break	Tuesday	December 28, 2021
Winter Break	Wednesday	December 29, 2021
Winter Break	Thursday	December 30, 2021
Winter Break	Friday	December 31, 2021
<b>2022 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	January 3, 2022
Memorial Day	Monday	May 30, 2022
Independence Day	Monday	July 4, 2022
Labor Day	Monday	September 5, 2022
Thanksgiving Day	Thursday	November 24, 2022
Friday following Thanksgiving	Friday	November 25, 2022
Winter Break	Friday	December 23, 2022
Winter Break	Monday	December 26, 2022
Winter Break	Tuesday	December 27, 2022
Winter Break	Wednesday	December 28, 2022
Winter Break	Thursday	December 29, 2022
Winter Break	Friday	December 30, 2022
<b>2023 Holidays</b>	<b>Day</b>	<b>Date of Observance</b>
Winter Break	Monday	January 2, 2023
Memorial Day	Monday	May 29, 2023
Independence Day	Thursday	July 4, 2023
Labor Day	Monday	September 4, 2023
Thanksgiving Day	Thursday	November 23, 2023
Friday following Thanksgiving	Friday	November 24, 2023
Winter Break	Friday	December 22, 2023
Winter Break	Monday	December 25, 2023

<u>Winter Break</u>	<u>Tuesday</u>	<u>December 26, 2023</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 27, 2023</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 28, 2023</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 29, 2023</u>
<b><u>2024 Holidays</u></b>	<b><u>Day</u></b>	<b><u>Date of Observance</u></b>
<u>Winter Break</u>	<u>Monday</u>	<u>January 1, 2024</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 27, 2024</u>
<u>Independence Day</u>	<u>Thursday</u>	<u>July 4, 2024</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 2, 2024</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 28, 2024</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 29, 2024</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 24, 2024</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 25, 2024</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 26, 2024</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 27, 2024</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 30, 2024</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 31, 2024</u>
<b><u>2025 Holidays</u></b>	<b><u>Day</u></b>	<b><u>Date of Observance</u></b>
<u>Winter Break</u>	<u>Wednesday</u>	<u>January 1, 2025</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 26, 2025</u>
<u>Independence Day</u>	<u>Friday</u>	<u>July 4, 2025</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 1, 2025</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 27, 2025</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 28, 2025</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 24, 2025</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 25, 2025</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 26, 2025</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 29, 2025</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 30, 2025</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 31, 2025</u>
<b><u>2026 Holidays</u></b>	<b><u>Day</u></b>	<b><u>Date of Observance</u></b>



<u>Winter Break</u>	<u>Thursday</u>	<u>January 1, 2026</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 25, 2026</u>
<u>Independence Day</u>	<u>Friday</u>	<u>July 3, 2026</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 7, 2026</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 26, 2026</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 27, 2026</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 24, 2026</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 25, 2026</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 28, 2026</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 29, 2026</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 30, 2026</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 31, 2026</u>
<b><u>2027 Holidays</u></b>	<b><u>Day</u></b>	<b><u>Date of Observance</u></b>
<u>Winter Break</u>	<u>Friday</u>	<u>January 1, 2027</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 31, 2027</u>
<u>Independence Day</u>	<u>Monday</u>	<u>July 5, 2027</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 6, 2027</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 25, 2027</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 26, 2027</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 24, 2027</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 27, 2027</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 28, 2027</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 29, 2027</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 30, 2027</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 31, 2027</u>
<b><u>2028 Holidays</u></b>	<b><u>Day</u></b>	<b><u>Date of Observance</u></b>
<u>Winter Break</u>	<u>Monday</u>	<u>January 3, 2028</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 29, 2028</u>
<u>Independence Day</u>	<u>Tuesday</u>	<u>July 4, 2028</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 4, 2028</u>

1           **7.1 (a) Floating Holiday.**

2           Effective January 1, 2025, and each January 1 thereafter,  
3           employees shall receive one (1) annual floating holiday to be used  
4           in a full day increment. Employees hired on or after October 2<sup>nd</sup>  
5           will not be eligible for the floating holiday until January 1st  
6           following their date of hire.

7                     7.1(a) (1) Employees will be required to schedule the  
8                     floating holiday with management five (5) work days  
9                     prior to usage. Requests to schedule will not be  
10                    unreasonably denied.

11                    7.1(a) (2) If a floating holiday is not used, it will be  
12                    forfeited at the end of each year and will not be eligible  
13                    for payout upon separation from the company unless  
14                    otherwise required by law.

15           **Section 7.2 Unworked Holidays.**

16           Employees shall receive eight (8) hours pay for unworked holidays (those  
17           holidays designated above), at their base rate in effect at the time the holiday  
18           occurs, plus applicable shift differential and Cost of Living Adjustment, if,  
19           on the holiday, they are on the active payroll, including those on approved  
20           leave of absence for not longer than ninety (90) calendar days. Employees  
21           not on leave of absence who take leave without pay (LWOP) at the time the  
22           holiday occurs shall be eligible for holiday pay.

23           **Section 7.3 Worked Holidays.**

24           Employees who are required to work on the above-named holidays shall  
25           receive the pay due them for the holiday, plus double their base rate for all  
26           hours worked on such holiday, plus shift differential and Cost of Living  
27           Adjustment, if applicable, unless the employee starts to work at 10:00 P.M.,  
28           or thereafter on that day.

29           **Section 7.4 Holidays During Vacation.**

30           Should a holiday occur while an employee is on vacation, the employee shall  
31           be allowed to take one (1) extra day of vacation with pay in lieu of the  
32           holiday as such.

33           **Section 7.5 Employees on Non-regular Workweek.**

34           For those employees who regularly work on Saturday and/or Sunday,  
35           receiving two (2) consecutive days off during the week, the two (2) days off  
36           shall be treated as "Saturday" and "Sunday," in that order, for the purposes  
37           of this Article 7. Should any of the holidays observed by the Company occur  
38           on such a "Sunday," the following day shall be considered as a holiday for  
39           such employees. Should any of the holidays observed by the Company

1 occur on such a "Saturday," the preceding day shall be considered as a  
2 holiday for such employees.

3 **Section 7.6 Employees Prevented from Working Because of Local**  
4 **Holidays.**

5 Employees assigned to a non-Boeing facility where (due to the fact that a  
6 holiday not listed in Article 7 but recognized at that facility) they are  
7 prevented from working their assigned shift, they nonetheless shall be paid  
8 for such assigned shift.

9 **Section 7.7 Employees on Third Shift.**

10 Those employees who are assigned to work on third shift shall observe  
11 holidays in accordance with Sections 7.1 through 7.6 except when  
12 Independence Day falls on a Monday, Tuesday, Wednesday or a Thursday.  
13 When this occurs, they shall observe the Independence Day holiday on the  
14 fifth of July.