Section 9-2. Vacation Pay. (a) For incentive employees the rate of pay shall be based on the average of their straight-time hourly earnings rate, excluding night shift bonus and overtime premium, for the period of thirty (30) days prior to the Monday of the vacation week.

(b) For non-incentive employees the rate of pay shall be based on their personal day rate in effect on the Monday of the vacation week.

(c) Any employee desiring a separate check for vacation pay purposes must make his request known to the Company at least two (2) weeks prior to his vacation period.

(d) Vacation payments will be made on the last work day before the regular vacation period.

Section 9-3. Scheduling of Vacations. Consistent with efficient plant operations, preference will be given to senior employees in the scheduling of vacation.

ARTICLE X
Military Service

The Company will comply with applicable laws regarding military service.

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