

ARTICLE VIII
Wages

Section 8-1. Wage Increase. (a) Effective October 2, 1967: all employees on an available guarantee of 44 work hours per week shall receive a general wage increase (average 27 cents per hour): All other employees shall receive a general wage increase of 15 cents per hour. (b) Effective October 7, 1968: all employees on an available guarantee of 42 work hours per week shall receive a general wage increase (average 18 cents per hour): all other employees shall receive a general wage increase of 15 cents per hour. (c) Effective October 6, 1969: all employees reduced from an available guarantee of 42 work hours per week to a normal work week shall receive a general wage increase (average 16 cents per hour): all other employees shall receive a general wage increase of 15 cents per hour.

Section 8-2. Shift Premium. (a) Employees on the second shift shall be paid 8 cents per hour night shift premium for each hour worked. Employees on the third shift shall be paid 10 cents per hour night shift premium for each hour worked. (b) Effective October 6, 1969, the 8 cents per hour shift premium shall be increased to 10 cents per hour and the 10 cents per hour shift premium to 12 cents per hour.

Section 8-3. Funeral Pay. Effective October 7, 1968, the Company will pay an active employee at his personal day rate for time lost from work (Monday through Friday) up to but not to exceed three (3) days (for eight (8) hours per day) as a result of the death of the employee's father, mother, wife, husband, child, brother, sister, mother-in-law- and father-in-law; it being understood that payment for such time off may include but not extend beyond the third day.

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