

(191)(a) An eligible associate who has worked at least 26 pay periods in the eligibility year shall be entitled to the following vacation entitlement:

For an Eligible Associate With Seniority of	Hours of Vacation Entitlement
Less than one year	40
One but less than three years	80
Three but less than five years	100
Five but less than 10 years	120
Ten but less than fifteen years	140
Fifteen <u>or more</u> years	160
Twenty <u>or more</u> years	200

Associates who acquired 200 hours of vacation entitlement as of August 1, 2008 under the terms of the 2004 Agreement shall continue to be eligible for a maximum of 200 hours of vacation entitlement. Associates who are not eligible for 200 hours of vacation entitlement as of August 1, 2008 shall have a maximum vacation entitlement of 160 hours.

SUBMITTED TO UAW: APR 16 2008

INITIALED BY THE PARTIES:  / DMA