

SPEEDWAY CHAIRMAN'S REPORT #304

DATE: 12/21/04

CHRISTMAS HOLIDAY PAY PROCEDURE/ELIGIBILITY

Payroll drafts for pay period ending December 19, 2004 will be calculated in the usual and customary manner and paid on Wednesday (12-22-04) for the afternoon shift and Thursday (12-23-04) for day and midnight shifts. If you are absent from work on these pay days, your check will be mailed on 12-23-04. Payroll draft for pay period ending December 26, 2004 will include payment for actual hours worked, applicable overtime, and the appropriate holiday pay (12-24-04) for eligible employees. This paycheck will be mailed. Provisions will be made to deliver this mailed payroll check so they may be received on their regularly established payday. The payroll draft for pay period ending January 2, 2005 will be calculated in the usual and customary manner including any actual hours worked at the applicable overtime holiday rate, and the appropriate holiday pay for eligible employees. This paycheck will be paid in the usual and customary manner on Thursday (1-6-05) for afternoon shift and Friday (1-7-05) for days and midnight shifts.

Basic eligibility requirements for the 2004 Christmas Holiday period: The six (6) days designated as paid holidays for the Christmas holiday period are December 24, 27, 28, 29, 30, 31, 2004. Employees must work the last scheduled workday prior to the holiday period (ordinarily 12-23-04) and the next scheduled workday after the holiday period (ordinarily 1-3-05) to qualify for holiday pay for the entire holiday period. An employee whose absence is unexcused for the last scheduled workday prior to the period will be disqualified for holiday pay for Friday, December 24, 2004. An unexcused absence for the next scheduled workday after the period will be disqualified for holiday pay for Friday, December 31, 2004. If you have an unexcused absence for both of the "qualifying days", you will not be eligible for holiday pay for any of the six (6) days designated in the holiday period. In the case of holiday payments where the employee did not work (unexcused absence) on such "qualifying days" and, therefore, is not entitled to full holiday pay, adjustments will be made in the payroll for the week ending January 9, 2005. **NOTE:** Employees who accept work during the Christmas holiday period and are absent (unexcused) will not receive full holiday pay.

Holiday Pay Deferral: The 2004-2005 Christmas Holiday period can be deferred under the provisions of Document 134 of the National Agreement. Employees working on holidays during this period will be allowed to defer holiday pay and schedule additional time off through December 23, 2005.

2005 ERGONOMIC SAFETY SHOES (VOUCHER)

As you know, the 2003 local negotiations produced an important ergonomic and safety benefit to our Membership that provides you with 100% Union made Red Wing steel-toed work shoes/boots throughout the life of our 2003 Local Agreement. New vouchers are beginning to be mailed to your home enabling you to receive a new pair of Red Wings. You should be receiving the voucher shortly before or during the Christmas holiday period. The voucher is good from January through June 1, 2005. The Local Joint Health and Safety Committee encourages all eligible Members take advantage of this negotiated benefit. The voucher (\$125.00) is to be used only for the purchase of safety shoes & insoles with any additional expense being the responsibility of the employee.

Employees will be required to produce their Allison I.D. along with the voucher at the time of purchase. **Note:** Electricians are required to purchase shoes/boots with an "EH" Electrical Hazard Protective Sole and heel. Over the past year, we have received a great deal of positive feedback about the benefits of wearing well-fitted maximum comfort ergonomic footwear. Be on the lookout for your 2005 safety shoe voucher.

On behalf of the Shop Committee and all Elected and Appointed Representatives, I want to wish the Membership and their families a safe and enjoyable Christmas Holiday. As always, if you are traveling during the Holiday's, please "buckle-up"!!! We look forward to everyone returning to work safely in 2005. Have a Happy New Year!

TS:elc
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Tim Snyder, Speedway Chairman Bargaining
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S H O P C O M M I T T E E

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