



# IAM/SPIRIT 2010 CONTRACT HIGHLIGHTS



Brothers and Sisters – this is a monumental contract, one that changes the course of the future. One that helps keep Wichita aerospace jobs here, while saving the community that we built and live in. Over 10,000 Wichita aerospace workers are out of work today. Don't think you are immune from this. It could happen to you. The number one issue you told us to address in these negotiations with Spirit was **Job Security**.

In the survey you told us these were your key priorities:

- Do everything you can to protect my job - Job Security is #1
- Protect my future
- Contain my healthcare costs
- Ensure my Pension grows for the future
- Improve COLA
- Get the Company to share the rewards
- Have a say in what happens around here
- Protect my children and grandchildren – protect the future of Wichita Aerospace

It's a 10 Year Agreement!

- That's a good thing: 10 Years of job stability, known costs and more opportunity
- Please look at **everything** that has been achieved
- But first, to alleviate your concerns, know that we have safety nets
  - This is a living agreement
    - There is opportunity to improve things that aren't working well
    - We have a say in what happens in the future
    - And, we have real access to the top on a regular, scheduled basis

**Through our membership support, we were able  
to secure over 50 key improvements to your  
contract!**

## Let's go through it Area by Area!

### **You said do everything you can to protect my job - Job Security is #1 ... “Protect my future”**

This contract includes:

- The strongest Job Security language and contract elements in the aerospace industry today. It has real meaning. It gives the Company, the Union, and you the ability to keep work here through the good and bad times, and grow more work for the future
- If this Company gets sold, there is a Successor Clause. This means this contract stays in place
- This contract states that the Company will use layoffs as a last resort
- A huge move we finally got the Company to recognize, that if they are serious about job security why do they insist on retention language? It's removed in this contract
- And, if there is a layoff, you have a lifetime of recall rights and seniority
- The Company has to discuss all contingency actions with your Union to avoid layoffs
- If short work weeks are called, seniority is respected. And your pension and health care during short work weeks and temporary layoffs are kept whole
- If you are reclassified, moved to a new area, you now get Job rights
- New hires get more security through a Shorter Probationary Period

### **You said get a say in what happens around here**

This contract includes:

- A Joint Partnership Committee where the highest levels of the Company are required to brief your Union on everything that the Company is doing in the short-term and the long-term
- Plus, we get a say in what happens. We have ability to influence the future, instead of getting a call after the fact that says we are outsourcing a bunch of work to Mexico
- This Union gets a say on contingency actions, outsourcing and sub contracting
- This contract also provides an expedited process for settling grievances at the lowest levels with high level monitoring to ensure speedy resolution. And, your Union now gets a vote on the selection of Team Leaders

## **You said contain my healthcare costs**

This contract includes:

- Locked in Healthcare Cost-Sharing, with opportunity to change your plan every year
- One plan – the Enhanced – is less cost share than today for the life of the contract (currently 90/10, now 95/5)
- There is no increase to the Core plan until 2013, then 2 steps so you can plan for the increases or you can choose another option
- There is even a Zero cost medical plan in 2013
- There are plan improvements ... to vision, preventive care and hearing improvements
- There is a reduction in Dental costs
- And, your life insurance increases from \$42k to \$50k

## **You said improve my Pension**

This contract includes:

- An increase in pension every year of the contract (currently you receive \$60.07 monthly)
- Upon ratification, it increases to \$1.50 = You will receive \$66.08 monthly
- Then every year it steps up 5 cents up to \$1.95 = \$83.59 monthly
- For those of you, who want to retire early, we secured an early retirement window for age 55 and above following contract ratification
- If you choose this, you get at least \$25k with the option for some medical coverage and a tax free medical savings plan to put your money in.
- If you don't want the medical plan, you get \$30k, and you can still use the medical savings plan
- At normal early retirement at 55, outside the window, you can get access to the medical coverage offered in the early retirement plan

## You said improve COLA

This contract includes:

- An improved COLA formula compared to what you have today, which will provide you extra pay protection against inflation over the term of the contract
  - The 3% floor is removed so COLA will kick in more frequently than today
  - The payout will be annual, in cash, and it's cumulative. This means the Company won't take money back if it doesn't kick in. In fact, instead of getting nothing you are guaranteed to get the last COLA paid
  - And, you can choose to get your payout in cash or have the money put into your 401(k)

## You said get the Company to share the rewards

This contract includes:

- 150 shares upon ratification of this contract, for you to keep and share in the growth when Spirit grows or you can sell them. There is no vesting requirement
- Before we talk opportunity, let's talk the Guarantees we have secured:
  - **You are guaranteed to get 2% of your annual wage including overtime a year**
    - 2% payouts (called LTI – long-term incentive) based on your annual wage plus overtime for five years of the contract
    - 1% payouts of guarantees in the company bonus based on your annual wage plus overtime for four years of the contract
    - Plus, 1% wage or cash sum increases for four years of the contract
- We secured TWO Annual Incentive Bonus Plans:
  - The first is the Company bonus – it has the same measures as Execs and Management and Salary. If they get a payout, we get a payout. Our plan gives you opportunity for bonuses when the company misses financial target, hits target and exceeds target. By the end of the contract, you can get up to an extra 6% a year
  - The second Bonus Plan, called a Gain Share, is based on Operations performance, things that you directly influence. This plan aims for achievable improvements in productivity and your union gets to help set the goals. This plan gives you an extra opportunity for 1- 2% a year based on your annual wage plus overtime
- For added protection, we got the Company to recognize the need to lower the progression weeks from 13 to 12 weeks. And, if you get downgraded, the Company will assume you have already had 6 weeks towards your next progression.

**Now, it's your turn to get this contract secured.  
Members go vote. Encourage every non-member out  
there to get signed up so they can have a say too!**

## EXAMPLE - #1 SENIOR SALLY

**Example: Senior employee with wages of \$65,000 which includes Base, Progression, Shift Differential, and 200 hours of Overtime.**

TARGET \$	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GWI			\$650.00		\$650.00		\$650.00		\$650.00		
COLA (Cap Max)	\$880.60	\$880.60	\$1,047.20	\$1,047.20	\$1,190.00	\$1,190.00	\$1,499.40	\$1,785.00	\$2,403.80	\$3,593.80	
Incentive	\$650.00	\$1,300.00	\$1,300.00	\$1,625.00	\$1,625.00	\$1,625.00	\$1,950.00	\$1,950.00	\$1,950.00	\$1,950.00	\$975.00
Gainshare	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00	\$650.00
LTI*	\$3,000.00	\$1,300.00		\$1,300.00		\$1,300.00		\$1,300.00		\$1,300.00	
<b>Target \$ Total</b>	<b>\$5,180.60</b>	<b>\$4,130.60</b>	<b>\$3,647.20</b>	<b>\$4,622.20</b>	<b>\$4,115.00</b>	<b>\$4,765.00</b>	<b>\$4,749.40</b>	<b>\$5,685.00</b>	<b>\$5,653.80</b>	<b>\$7,493.80</b>	<b>\$1,625.00</b>

\*For 2010, 150 Shares X \$20 per share (est).

**10-Yr Average** \$5,166.76

MAXIMUM \$	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GWI			\$650.00		\$650.00		\$650.00		\$650.00		
COLA (Cap Max)	\$880.60	\$880.60	\$1,047.20	\$1,047.20	\$1,190.00	\$1,190.00	\$1,499.40	\$1,785.00	\$2,403.80	\$3,593.80	
Incentive	\$1,300.00	\$2,600.00	\$2,600.00	\$3,250.00	\$3,250.00	\$3,250.00	\$3,900.00	\$3,900.00	\$3,900.00	\$3,900.00	\$1,950.00
Gainshare	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00	\$1,300.00
LTI*	\$3,000.00	\$1,300.00		\$1,300.00		\$1,300.00		\$1,300.00		\$1,300.00	
<b>Maximum \$ Total</b>	<b>\$6,480.60</b>	<b>\$6,080.60</b>	<b>\$5,597.20</b>	<b>\$6,897.20</b>	<b>\$6,390.00</b>	<b>\$7,040.00</b>	<b>\$7,349.40</b>	<b>\$8,285.00</b>	<b>\$8,253.80</b>	<b>\$10,093.80</b>	<b>\$3,250.00</b>

\*For 2010, 150 Shares X \$20 per share (est).

**10-Yr Average** \$7,571.76

**GWI – Guaranteed Wage Increases** - You have guaranteed wage increases in this new contract. You will receive a 1% wage increase in 2012, 2014, 2016 and 2018, *regardless of company performance*.

**COLA – Cost Of Living Adjustment** - Your current COLA formula has been improved. The 3% threshold (floor) has been removed so you will receive payments inline with inflation up to a cap, which increases throughout the life of the contract.

**Incentive Pay – IAM Incentive Award Plan** – The Company will establish an IAM Incentive Award for company performance. This is a Company level award and will have the *same Company level goals (Target & Max) as the M&S Incentive Plan*.

**Gain Share** - The Company will establish a gain-sharing plan whereby employees are rewarded for Plant productivity improvements! Whereas variable pay is based upon overall Company performance, the Gain Share provides incentives based on specific productivity goals in the plant.

**LTI - Long-Term Rewards** - We were able to secure a long-term incentive to reward employees for their long-term service. All bargaining unit members who are active employees on June 25, 2010 shall be awarded 150 shares of Class A common stock in Spirit AeroSystems Holdings, Inc.

### Spirit Employee Retirees in 2019 at age 65 w/ 15 years of Spirit Service

<b>Current</b>	\$905.05 per month	\$60.07*15 years = \$901.05
<b>Proposed</b>	\$1,050.03 per month	\$60.07*5 years = \$300.35
<b>Increase</b>	\$148.98 per month	\$66.08*1 year= \$66.08 \$68.08*1 year = \$68.08 \$70.09*1 year = \$70.09 \$72.09*1 year = \$72.09 \$74.10*1 year = \$74.10 \$76.10*1 year = \$76.10 \$77.98*1 year = \$77.98 \$79.84*1 year = \$79.84 \$81.73*1 year = \$81.73 \$83.59*1 year = \$83.59 Monthly Payment = \$1050.03*

\*\*\*\*\*NOTE THIS IS AN EXAMPLE ONLY \*\*\*\*\*

## EXAMPLE - #2 MID-CAREER MARK

**Example: Mid-career employee with wages of \$50,000 which includes Base, Progression, Shift Differential, and 200 hours of Overtime.**

TARGET \$	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GWI			\$500.00		\$500.00		\$500.00		\$500.00		
COLA (Cap Max)	\$880.60	\$880.60	\$1,047.20	\$1,047.20	\$1,190.00	\$1,190.00	\$1,499.40	\$1,785.00	\$2,403.80	\$3,593.80	
Incentive	\$500.00	\$1,000.00	\$1,000.00	\$1,250.00	\$1,250.00	\$1,250.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$750.00
Gainshare	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00
LTI*	\$3,000.00	\$1,000.00		\$1,000.00		\$1,000.00		\$1,000.00		\$1,000.00	
<b>Target \$ Total</b>	<b>\$4,880.60</b>	<b>\$3,380.60</b>	<b>\$3,047.20</b>	<b>\$3,797.20</b>	<b>\$3,440.00</b>	<b>\$3,940.00</b>	<b>\$3,999.40</b>	<b>\$4,785.00</b>	<b>\$4,903.80</b>	<b>\$6,593.80</b>	<b>\$1,250.00</b>

\*For 2010, 150 Shares X \$20 per share (est).

**10-Yr Average** \$4,401.76

MAXIMUM \$	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GWI			\$500.00		\$500.00		\$500.00		\$500.00		
COLA (Cap Max)	\$880.60	\$880.60	\$1,047.20	\$1,047.20	\$1,190.00	\$1,190.00	\$1,499.40	\$1,785.00	\$2,403.80	\$3,593.80	
Incentive	\$1,000.00	\$2,000.00	\$2,000.00	\$2,500.00	\$2,500.00	\$2,500.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$1,500.00
Gainshare	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
LTI*	\$3,000.00	\$1,000.00		\$1,000.00		\$1,000.00		\$1,000.00		\$1,000.00	
<b>Maximum \$ Total</b>	<b>\$5,880.60</b>	<b>\$4,880.60</b>	<b>\$4,547.20</b>	<b>\$5,547.20</b>	<b>\$5,190.00</b>	<b>\$5,690.00</b>	<b>\$5,999.40</b>	<b>\$6,785.00</b>	<b>\$6,903.80</b>	<b>\$8,593.80</b>	<b>\$2,500.00</b>

\*For 2010, 150 Shares X \$20 per share (est).

**10-Yr Average** \$6,251.76

**GWI – Guaranteed Wage Increases** - You have guaranteed wage increases in this new contract. You will receive a 1% wage increase in 2012, 2014, 2016 and 2018, *regardless of company performance*.

**COLA – Cost Of Living Adjustment** - Your current COLA formula has been improved. The 3% threshold (floor) has been removed so you will receive payments inline with inflation up to a cap, which increases throughout the life of the contract.

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**LTI - Long-Term Rewards** - We were able to secure a long-term incentive to reward employees for their long-term service. All bargaining unit members who are active employees on June 25, 2010 shall be awarded 150 shares of Class A common stock in Spirit AeroSystems Holdings, Inc.

### Spirit Employee Retirees in 2019 at age 65 w/ 15 years of Spirit Service

<b>Current</b>	\$905.05 per month	\$60.07*15 years = \$901.05
<b>Proposed</b>	\$1,050.03 per month	\$60.07*5 years = \$300.35
<b>Increase</b>	\$148.98 per month	\$66.08*1 year = \$66.08
		\$68.08*1 year = \$68.08
		\$70.09*1 year = \$70.09
		\$72.09*1 year = \$72.09
		\$74.10*1 year = \$74.10
		\$76.10*1 year = \$76.10
		\$77.98*1 year = \$77.98
		\$79.84*1 year = \$79.84
		\$81.73*1 year = \$81.73
		\$83.59*1 year = \$83.59
		Monthly Payment = \$1050.03*

\*\*\*\*\*NOTE THIS IS AN EXAMPLE ONLY \*\*\*\*\*

## EXAMPLE - #3 NEW HIRE EDWARD

**Example: New hire employee with wages of \$35,000 which includes Base, Progression, Shift Differential, and 200 hours of Overtime.**

TARGET \$	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GWI			\$350.00		\$350.00		\$350.00		\$350.00		
COLA (Cap Max)	\$880.60	\$880.60	\$1,047.20	\$1,047.20	\$1,190.00	\$1,190.00	\$1,499.40	\$1,785.00	\$2,403.80	\$3,593.80	
Incentive	\$350.00	\$700.00	\$700.00	\$875.00	\$875.00	\$875.00	\$1,050.00	\$1,050.00	\$1,050.00	\$1,050.00	\$525.00
Gainshare	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00
LTI*	\$3,000.00	\$700.00		\$700.00		\$700.00		\$700.00		\$700.00	
<b>Target \$ Total</b>	<b>\$4,580.60</b>	<b>\$2,630.60</b>	<b>\$2,447.20</b>	<b>\$2,972.20</b>	<b>\$2,765.00</b>	<b>\$3,115.00</b>	<b>\$3,249.40</b>	<b>\$3,885.00</b>	<b>\$4,153.80</b>	<b>\$5,693.80</b>	<b>\$875.00</b>

\*For 2010, 150 Shares X \$20 per share (est).

**10-Yr Average** \$3,636.76

MAXIMUM \$	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GWI			\$350.00		\$350.00		\$350.00		\$350.00		
COLA (Cap Max)	\$880.60	\$880.60	\$1,047.20	\$1,047.20	\$1,190.00	\$1,190.00	\$1,499.40	\$1,785.00	\$2,403.80	\$3,593.80	
Incentive	\$700.00	\$1,400.00	\$1,400.00	\$1,750.00	\$1,750.00	\$1,750.00	\$2,100.00	\$2,100.00	\$2,100.00	\$2,100.00	\$1,050.00
Gainshare	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00
LTI*	\$3,000.00	\$700.00		\$700.00		\$700.00		\$700.00		\$700.00	
<b>Maximum \$ Total</b>	<b>\$5,280.60</b>	<b>\$3,680.60</b>	<b>\$3,497.20</b>	<b>\$4,197.20</b>	<b>\$3,990.00</b>	<b>\$4,340.00</b>	<b>\$4,649.40</b>	<b>\$5,285.00</b>	<b>\$5,553.80</b>	<b>\$7,093.80</b>	<b>\$1,750.00</b>

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**10-Yr Average** \$4,931.76

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		\$68.08*1 year = \$68.08
		\$70.09*1 year = \$70.09
		\$72.09*1 year = \$72.09
		\$74.10*1 year = \$74.10
		\$76.10*1 year = \$76.10
		\$77.98*1 year = \$77.98
		\$79.84*1 year = \$79.84
		\$81.73*1 year = \$81.73
		\$83.59*1 year = \$83.59
		Monthly Payment = \$1050.03*

\*\*\*\*\*NOTE THIS IS AN EXAMPLE ONLY \*\*\*\*\*

<b><u>2010 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	Friday	January 1, 2010
Memorial Day	Monday	May 31, 2010
Independence Day Observed	Monday	July 5, 2010
Labor Day	Monday	September 6, 2010
Thanksgiving Day	Thursday	November 25, 2010
Day following Thanksgiving	Friday	November 26, 2010
Christmas Break	Friday	December 24, 2010
Christmas Break	Monday	December 27, 2010
Christmas Break	Tuesday	December 28, 2010
Christmas Break	Wednesday	December 29, 2010
Christmas Break	Thursday	December 30, 2010
Christmas Break	Friday	December 31, 2010

<b><u>2011 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 25, 2011
Christmas Break	Friday	December 23, 2011
Christmas Break	Monday	December 26, 2011
Christmas Break	Tuesday	December 27, 2011
Christmas Break	Wednesday	December 28, 2011
Christmas Break	Thursday	December 29, 2011
Christmas Break	Friday	December 30, 2011

<b><u>2012 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 23, 2012
Christmas Break	Monday	December 24, 2012
Christmas Day	Tuesday	December 25, 2012
Christmas Break	Wednesday	December 26, 2012
Christmas Break	Thursday	December 27, 2012
Christmas Break	Friday	December 28, 2012
Christmas Break	Monday	December 31, 2012

<b><u>2013 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 29, 2013
Christmas Break	Tuesday	December 24, 2013
Christmas Day	Wednesday	December 25, 2013
Christmas Break	Thursday	December 26, 2013
Christmas Break	Friday	December 27, 2013
Christmas Break	Monday	December 30, 2013
Christmas Break	Tuesday	December 31, 2013

<b><u>2014 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	Wednesday	January 1, 2014
Memorial Day	Monday	May 26, 2014
Independence Day	Friday	July 4, 2014
Labor Day	Monday	September 1, 2014
Thanksgiving Day	Thursday	November 27, 2014
Day following Thanksgiving	Friday	November 28, 2014
Christmas Break	Wednesday	December 24, 2014
Christmas Day	Thursday	December 25, 2014
Christmas Break	Friday	December 26, 2014
Christmas Break	Monday	December 29, 2014
Christmas Break	Tuesday	December 30, 2014
Christmas Break	Wednesday	December 31, 2014

<b><u>2015 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	Thursday	January 1, 2015
Memorial Day	Monday	May 25, 2015
Independence Day Observed	Friday	July 3, 2015
Labor Day	Monday	September 7, 2015
Thanksgiving Day	Thursday	November 26, 2015
Day following Thanksgiving	Friday	November 27, 2015
Christmas Break	Thursday	December 24, 2015
Christmas Day	Friday	December 25, 2015
Christmas Break	Monday	December 28, 2015
Christmas Break	Tuesday	December 29, 2015
Christmas Break	Wednesday	December 30, 2015
Christmas Break	Thursday	December 31, 2015

<b><u>2016 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 25, 2016
Christmas Break	Friday	December 23, 2016
Christmas Break	Monday	December 26, 2016
Christmas Break	Tuesday	December 27, 2016
Christmas Break	Wednesday	December 28, 2016
Christmas Break	Thursday	December 29, 2016
Christmas Break	Friday	December 30, 2016

<b><u>2017 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 24, 2017
Christmas Break	Friday	December 22, 2017
Christmas Day	Monday	December 25, 2017
Christmas Break	Tuesday	December 26, 2017
Christmas Break	Wednesday	December 27, 2017
Christmas Break	Thursday	December 28, 2017
Christmas Break	Friday	December 29, 2017

<b><u>2018 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 23, 2018
Christmas Break	Monday	December 24, 2018
Christmas Day	Tuesday	December 25, 2018
Christmas Break	Wednesday	December 26, 2018
Christmas Break	Thursday	December 27, 2018
Christmas Break	Friday	December 28, 2018
Christmas Break	Monday	December 31, 2018

<b><u>2019 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	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
Day following Thanksgiving	Friday	November 29, 2019
Christmas Break	Tuesday	December 24, 2019
Christmas Day	Wednesday	December 25, 2019
Christmas Break	Thursday	December 26, 2019
Christmas Break	Friday	December 27, 2019
Christmas Break	Monday	December 30, 2019
Christmas Break	Tuesday	December 31, 2019

<b><u>2020 Holiday</u></b>	<b><u>Day of Week</u></b>	<b><u>Date of Observance</u></b>
New Year's Day	Wednesday	January 1, 2020
Memorial Day	Monday	May 25, 2020
Independence Day Observed	Friday	July 3, 2020
Labor Day	Monday	September 7, 2020
Thanksgiving Day	Thursday	November 26, 2020
Day following Thanksgiving	Friday	November 27, 2020
Christmas Break	Thursday	December 24, 2020
Christmas Day	Friday	December 25, 2020
Christmas Break	Monday	December 28, 2020
Christmas Break	Tuesday	December 29, 2020
Christmas Break	Wednesday	December 30, 2020
Christmas Break	Thursday	December 31, 2020