



International Association of Machinists and Aerospace Workers Local Lodge 16

January 25, 2016

Dear Brothers and Sisters,

Re: Article 18.04 Vacation Pay

In accordance with Article 18.04 all members shall receive their outstanding vacation pay by separate deposit on the second regular pay day in February each year, calculated up to the end of the preceding calendar year.

For the above purpose the preceding calendar year would refer to any outstanding vacation pay accrued in 2014.

In Solidarity

Chris Thompson

Chief Shop Steward