TIME OFF: WHAT HAS THE UNION BARGAINED FOR?

Read the fine print before you vote.

NBU vs. BU, with paid holidays included

NBU: Volvo US Policy C-08, ETO Schedule 1, plus 7 core holidays. BU: UAW Local 2406 Agreement, Article 15 vacation, plus Article 14 holidays (15 in 2025-2026). All days are shown as hours at 8 hours per day.

BU receives 8 more paid holidays than NBU (15 vs. 7, or 120 holiday hours vs. 56). **Even with those holidays added, NBU receives more total paid time off at every level of service.**

Total annual paid time off by years of service

NBU ETO · NBU holidays (hol) · BU vacation (vac) · BU holidays (hol)

Years of service	Total hours per year	NBU receives more
6 months to under 3	NBU: 192 ETO + 56 hol = 248 BU: 80 vac + 120 hol = 200	+48 hrs (6 days)
3 to 4	NBU: 192 ETO + 56 hol = 248 BU: 120 vac + 120 hol = 240	+8 hrs (1 day)
5	NBU: 232 ETO + 56 hol = 288 BU: 120 vac + 120 hol = 240	+48 hrs (6 days)
6	NBU: 240 ETO + 56 hol = 296 BU: 120 vac + 120 hol = 240	+56 hrs (7 days)
7	NBU: 248 ETO + 56 hol = 304 BU: 120 vac + 120 hol = 240	+64 hrs (8 days)
8	NBU: 256 ETO + 56 hol = 312 BU: 120 vac + 120 hol = 240	+72 hrs (9 days)
9	NBU: 264 ETO + 56 hol = 320 BU: 120 vac + 120 hol = 240	+80 hrs (10 days)
10th anniversary year*	NBU: 272 ETO + 56 hol = 328 BU: 200 vac + 120 hol = 320	+8 hrs (1 day)
11 to 19	NBU: 272 ETO + 56 hol = 328 BU: 160 vac + 120 hol = 280	+48 hrs (6 days)
20th anniversary year*	NBU: 312 ETO + 56 hol = 368 BU: 240 vac + 120 hol = 360	+8 hrs (1 day)
21 or more	NBU: 312 ETO + 56 hol = 368 BU: 200 vac + 120 hol = 320	+48 hrs (6 days)

*BU amount includes the one-time extra week awarded in the 10th and 20th anniversary years (Art. 15, Sec. 1A). NBU holidays are the 7 core holidays in Policy C-08; any additional business-designated holidays are taken from ETO.