

## Article 25 – Holiday Pay

In the event that bargaining unit employee is required to work on any of the following holidays, she/he will be paid a premium rate of one and one-half (1.5) times her/his regular hourly rate.

A. Bargaining unit employees shall be entitled to premium pay if required to work on any of the following holidays:

January 1 (New Year's Day)

Memorial Day (National)

July 4 (Independence Day)

Labor Day

Thanksgiving Day

December 24

December 25 (Christmas Day)

B. Departments are responsible for ensuring patient care needs are met; thus, when possible, bargaining unit employee preference will be taken into account when granting time off during holidays. (See Article 18 Scheduling for more information).

C. For hourly bargaining unit employees, holiday premium pay will be paid for all worked hours between 11:00 pm on the day preceding the holiday through 11:30 p.m. on the day of the holiday. New Year's Day is an exception, with premium pay being paid for all worked hours between 7:00 p.m. on the day preceding the holiday through 7:30 p.m. on the day of the holiday. December 24th and December 25th are also an exception, with premium pay being paid for all hours worked beginning December 24th at 7:00 a.m. through December 26th at 7:30 a.m.

Exempt bargaining unit employees who work a regularly scheduled shift on a holiday will receive holiday premium pay for eligible hours based on the scheduled shift, regardless of the actual hours worked. Eligible hours are between 11:00 pm on the day preceding the holiday through 11:30 p.m. on the day of the holiday. New Year's Day is an exception, with premium pay being paid for all scheduled hours between 7:00 p.m. on the day preceding the holiday through 7:30 p.m. on the day of the holiday. December 24<sup>th</sup> and December 25<sup>th</sup> are also an exception, with premium pay being paid for all scheduled hours beginning December 24<sup>th</sup> at 7:00 a.m. through December 26<sup>th</sup> at 7:30 a.m.

D. There will be no pyramiding of overtime pay.

E. For CTO use, refer to Article 32 - Combined Time Off, Section B.3. which includes the ability to elect to take up to four (4) unpaid holidays without using CTO.

F. Employees who cannot work on a holiday because of a closure or lack of work (including Educators, etc.) may volunteer to work a holiday where qualified or as helping hands.