

## Article 25 – Holiday Pay

A. In the event that an hourly bargaining unit employee is required to work on any of the following holidays, ~~they she/he~~ will be paid a premium rate of one and one-half (1 1/2) times ~~their her/his~~ regular hourly rate.

January 1 (New Year's Day)

Memorial Day (National)

Juneteenth

July 4 (Independence Day)

Labor Day

Indigenous People's Day

Thanksgiving Day

December 24

December 25 (Christmas Day)

If UVMHC amends this list of holidays on an organization wide basis, the amended list including any additional holidays, will be considered incorporated into this Agreement.

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. Holiday premium pay will be paid for all worked hours between 11:00 pm on the day preceding the holiday through 11:30pm 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.

D. There will be no pyramiding of overtime pay.

E. All bargaining unit employees' religious beliefs will be respected by UVMHC and, in accordance with applicable law, UVMHC will make reasonable accommodations to allow any bargaining unit employee to perform or engage in the observance of their religion, including the observance of Religious Holidays in addition to those listed above. Bargaining unit employees may use paid time off as needed for the observance of Religious Holidays.

F. Employees who cannot work on a holiday because of a closure or lack of work may volunteer to work a holiday where qualified as helping hands.