

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 24th and December 25th are also an exception, with premium pay being paid for all scheduled hours 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. For CTO use, refer to Article 32 - Combined Time Off, Section B.3. which includes the ability for employees who work in a cost center that is closed for the holiday to elect to take 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.

G. Floating Holiday Time Off

UVMMC further honors and respects that its employees represent diverse communities that do not celebrate the same holidays. In recognition of this, on January 1 each calendar year, all current full-time bargaining unit employees will receive eight (8) hours of Floating Holiday Time Off and all part-time employees will receive an amount of hours prorated to their FTE status. Any hours not covered by floating holiday in one shift can be taken as unpaid or as CTO.

Floating Holiday Time Off may be applied to one (1) floating holiday each year which must take place on a date different than the dates of the above-listed holidays. Floating Holiday Time Off may only be used for scheduled time off and must be requested in accordance with the CTO scheduling practices of the employee's cost center. Employees may not use Floating Holiday Time Off for unscheduled time off or low census. Floating Holiday Time Off will be forfeited if not used by December 31.

If an employee is approved for Floating Holiday Time Off and, due to unavoidable hardship is required to work on the day scheduled for Floating Holiday Time Off, the employee will be paid a premium rate of one and one half (1 1/2) times their base hourly rate.

Floating Holiday Time Off will be paid at the employee's base hourly rate. Floating Holiday Time Off will not be paid out at separation from employment, cannot be cashed in or sold like CTO, and will not otherwise be treated as CTO. Employees also will not accrue CTO on Floating Holiday Time Off. Floating Holiday Time Off is 403(b)-eligible.