

## SECTION 8: HOLIDAY PAY

- A. Eligibility:** Unless stated otherwise in a collective bargaining agreement in full force and effect, eligible employees shall receive holiday pay when the employee has been on paid status for at least two work days during the calendar week in which the holiday occurred or on the work day immediately before and on the work day immediately following said holiday. No holiday pay shall be allowed in any case where such holiday occurred within, immediately before or immediately after a period of disciplinary suspension, or unauthorized absence or unpaid absence. Additionally, no holiday pay shall be authorized in cases where the holiday occurred within or immediately after a period of layoff. An employee who is on mandatory furlough shall be regarded as being on 'paid status' for purposes of interpreting this paragraph. Nothing herein shall be construed to deny holiday pay to an employee who has been on paid status on the working day immediately before, and on the working day immediately following said holiday. A work day, for purposes of this section, shall be defined as an employee's full, assigned and approved, work shift.
- B. Timing:** Whenever Independence Day, July 4, falls on a Saturday, the preceding Friday shall be observed as a holiday. Whenever New Year's Day, Independence Day or Christmas Day falls on a Sunday, the following Monday shall be observed as a holiday. Whenever New Year's Day or Christmas Day falls on a Saturday, the following Monday shall be observed as a holiday.
- B.C. Holiday Pay – Full-Time Employee working less than Full-Time: Employees working a less than full-time schedule due to medical restrictions shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of this provision shall be in accordance with the preceding paragraph on Holiday pay.**
- C.D. Holiday Pay - Part-Time Employees:** Non-exempt employees who work an average of 20 hours per week on a year-round basis in positions which are budgeted at half-time or more shall be eligible for Holiday pay to the extent they are normally scheduled. Administration of these provisions shall be in accordance with the preceding paragraph on Holiday pay.