

Article 25 – Holiday Pay

A. All employees will be entitled to 8 hours of holiday pay on a holiday.

B. 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 A. ~~Hourly 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)

Juneteenth

July 4 (Independence Day)

Labor Day

Indigenous People's Day

Thanksgiving Day

December 24

December 25 (Christmas Day)

C. If an employee celebrates a cultural or religious holiday not listed above, they may request and will be granted up to three holidays per year, in addition to the holidays above. The employee may use CTO or take the holiday unpaid..

D. 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).

E. Holiday premium pay will be paid for all worked hours between 11:00 pm on the day preceding the holiday through 7:00am 11:30 p.m. on the day after 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.

F. There will be no pyramiding of overtime pay.

G. 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.