

ARTICLE VII Holidays

1. The following legal holidays shall be observed by the Company: New Year's Day, January 1; Washington's Birthday; Good Friday; Memorial Day, the last Monday in May; Independence Day, July 4; Labor Day, the first Monday in September; Veteran's Day; Thanksgiving Day, the fourth Thursday in November; Christmas Day, December 25; or the day following if any fall on Sunday, the day following Thanksgiving Day; December 24; and December 31.

Each eligible full-time employee shall receive eight (8) hours' time at her regular hourly rate of pay for each holiday, except that an employee on an alternative schedule shall receive pay for the number of regularly scheduled hours of her work schedule for any holiday which falls on a scheduled workday. An employee on an alternative schedule, working weekends as part of her regular schedule, shall have the holiday observed on the actual holiday. However, the alternative shift employee shall work on the observed company holiday at straight time when it is part of her regular schedule. An employee who calls off for any reason the day after a holiday will fall to the bottom of the overtime list.

A part-time employee shall receive eight (8) hours pay if a holiday falls on a Monday, and six (6) hours pay if the holiday falls on any other day of the week, regardless of the employee's schedule.

2. Employees who are required to work on a holiday as part of their regular schedule shall receive, in addition to holiday pay, two (2) times the hours worked at their hourly rate of pay. Employees who are required to work on Easter Sunday as part of their regular schedule shall receive two (2) times the hours worked at their hourly rate of pay.

3. Any of the above-named holidays shall be considered as a day worked for the purpose of determining the number of consecutive days worked in the work schedule in which such holiday falls. The regular stated schedule of an employee shall not be changed due to the fact that an observed holiday falls on either a Monday or a Saturday.

4. When a holiday occurs on a day that an employee is receiving base wages due to a death in the family, as provided in Article XVII, Section 4, the employee shall also receive pay for the holiday as provided herein or have the election to take an additional day off.

5. An employee shall be paid for such holidays that occur during the first thirty (30) days of a leave of absence under any one of the following conditions:

- A. Military Leave
- B. After completion of sick leave
- C. After completion of vacation following the expiration of sick leave

6. A new employee who completes thirty (30) calendar days of employment shall be eligible for holiday pay in accordance with this Article and such pay shall be retroactive to the date of last employment and at the permanent base hourly rate applicable to the last working day preceding the holiday.

7. The amount paid to an employee for a holiday shall include Work Dispatcher bonus provided that:

- A. The employee worked her scheduled hours and was eligible to receive the bonus the day before and the day after the holiday during a week in which a holiday is observed between Monday and Friday, or
- B. The employee worked her scheduled hours and was eligible to receive the bonus on the remaining days in the week during a week in which a holiday is observed on a Monday, Friday or Saturday.

8. The amount paid for a holiday to an employee who provides temporary relief to a higher classification in this bargaining unit shall be determined in accordance with the following paragraphs:

- A. When an employee's schedule requires her to work a portion of her scheduled hours in a higher classification on an established regularly scheduled basis, she shall receive holiday pay for the same number of hours at the same rates she would have received had she worked a regular schedule, provided that she works in accordance with the time requirements of Subsections 7A or 7B above.
- B. An employee who works in a higher classification all her scheduled hours on the day before and the day after a holiday shall receive the rate of the higher classification for the holiday.

- C. In the event the employee is upgraded to more than one higher classification as provided in Paragraph B of this Section, she shall receive the rate of the last classification worked immediately preceding the holiday.
- D. If the holiday is observed on either a Monday, Friday or Saturday and the employee works in the higher classification all the remaining scheduled hours in that week, she will receive the rate of the higher classification for the holiday.

9. Should the employee work on the holiday she shall be paid such bonuses and premium as may be appropriate under the provisions included elsewhere for the hours actually worked, and this shall be in addition to the base pay for the holiday as such.

10. The rate of pay and the applicable bonuses an employee could have earned while on official Union business shall be included to determine the amount due as holiday pay.