

ARTICLE FIVE  
HOLIDAYS

Holiday Pay

**Section 1. Without regard for an employee’s workweek schedule, the following dates are designated holidays for which the employee shall not report to work unless assigned due to insufficient volunteers for overtime:**

<b>Year</b>	<b>Holiday</b>	<b>Date</b>	<b>Day</b>	<b>Hours</b>
<b>2022</b>	<b>Memorial Day</b>	<b>30-May</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul</b>	<b>Monday</b>	<b>8</b>
	<b>Labor Day</b>	<b>5-Sep</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>24-Nov</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>25-Nov</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>23-Dec</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>26-Dec</b>	<b>Monday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>27-Dec</b>	<b>Tuesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>28-Dec</b>	<b>Wednesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>29-Dec</b>	<b>Thursday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>30- Dec</b>	<b>Friday</b>	<b>8</b>
<b>2023</b>	<b>New Year’s Day</b>	<b>2-Jan</b>	<b>Monday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>29-May</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul</b>	<b>Tuesday</b>	<b>8</b>
	<b>Labor Day</b>	<b>4-Sep</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>23-Nov</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>24-Nov</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>25-Dec</b>	<b>Monday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>26-Dec</b>	<b>Tuesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>27-Dec</b>	<b>Wednesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>28-Dec</b>	<b>Thursday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>29-Dec</b>	<b>Friday</b>	<b>8</b>
<b>2024</b>	<b>New Year’s Day</b>	<b>1-Jan</b>	<b>Monday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>27-May</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Independence Day</b>	<b>5-Jul</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>2-Sep</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>28-Nov</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>29-Nov</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>24-Dec</b>	<b>Tuesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>25-Dec</b>	<b>Wednesday</b>	<b>8</b>
		<b>Christmas Holiday</b>	<b>26-Dec</b>	<b>Thursday</b>

	<b>Christmas Holiday</b>	<b>27-Dec</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>30-Dec</b>	<b>Monday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>31-Dec</b>	<b>Tuesday</b>	<b>8</b>
<b>2025</b>	<b>New Year's Day</b>	<b>1-Jan</b>	<b>Wednesday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>26-May</b>	<b>Monday</b>	<b>8</b>
	<b>Independence Day</b>	<b>4-Jul</b>	<b>Friday</b>	<b>8</b>
	<b>Labor Day</b>	<b>1-Sep</b>	<b>Monday</b>	<b>8</b>
	<b>Thanksgiving Day</b>	<b>27-Nov</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after Thanksgiving</b>	<b>28-Nov</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>24-Dec</b>	<b>Tuesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>25-Dec</b>	<b>Wednesday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>26-Dec</b>	<b>Thursday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>29-Dec</b>	<b>Friday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>30-Dec</b>	<b>Monday</b>	<b>8</b>
	<b>Christmas Holiday</b>	<b>31-Dec</b>	<b>Tuesday</b>	<b>8</b>
<b>2026</b>	<b>New Year's Day</b>	<b>1-Jan</b>	<b>Thursday</b>	<b>8</b>
	<b>Day after New Year's Day</b>	<b>2-Jan</b>	<b>Friday</b>	<b>8</b>
	<b>Memorial Day</b>	<b>25-May</b>	<b>Monday</b>	<b>8</b>
			<b>Total</b>	<b>400</b>

Section 2. To be eligible for holiday pay, an employee must **be paid** at least the equivalent of one (1) full regularly scheduled shift during the week in which the holiday occurs.

Section 2-A. An employee shall receive eight (8) hours at their regular hourly rate of pay for each designated holiday regardless of the employee's work week schedule or the day of the week upon which the holiday occurs. In addition, an employee who works on a designated holiday shall receive two times their regular hourly rate of pay for hours worked.

Section 2-B. An employee shall not receive pay for a holiday that occurs during the employee's leave of absence, layoff, or any other unpaid absence.

#### Holiday Scheduling

Section 3. Should work be required on a **designated** holiday, the Company will first ask employees with the least number of cumulative overtime hours in the affected classification and department. If there is an insufficient number of volunteers, the Company will schedule employees using the same methodology until the assignment need has been satisfied. Employees who do not accept the overtime assignment will not be charged.

Section 3-A. Prior to the scheduling of holiday work, the overtime list will be updated to a current status, reflecting all overtime hours worked or refused up to the time of scheduling. In the event of multiple holidays, the overtime list shall be updated to a current status after each holiday is scheduled. Once this is done, work for the next holiday shall then be scheduled.

Section 3-B. Employees scheduled to work on a holiday shall be notified at least **seventy-two (72)** hours in advance of the holiday to be worked. Failure to report for work on the holiday shall result in such employee being ineligible for holiday pay.