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ARTICLE 23


RECOGNIZED HOLIDAYS


- 23.01 The following are the Recognized Holidays for which regular employees shall be paid a Holiday Allowance consisting of a day's pay at the basic wage rate including applicable shift differential for which the employee is eligible pursuant to Article 21 Differentials:

New Year's Day
Martin Luther King Jr.'s Birthday
Good Friday or Floating Holiday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday After Thanksgiving
Christmas Eve
Christmas Day
Floating Holiday

- 23.02 The following additional provisions apply to eligibility and scheduling requirements for the Recognized Holiday and the Floating Holiday(s):

- (A) A regular employee with at least six (6) months of Net Credited Service on January 1, shall be eligible for and shall designate one (1) Floating Holiday as provided below. A regular employee with less than six (6) months of Net Credited Service on January 1, shall become eligible for one (1) Floating Holiday after completing six (6) months of service and shall designate such day as provided below.
- (B) An eligible regular employee must request specific days in the calendar year other than a non-scheduled day, Saturday, Sunday, another Recognized Holiday, Excused Work Day or vacation day to be observed as the employe's Floating Holiday(s).
- (C) Prior to January 1st, an employee must decide whether to identify Good Friday as a Recognized Holiday for the next year, and if Good Friday is selected it must be taken on the observed date. Once designated, it cannot be changed by either the employee or the Company. If an employee elects to designate a Floating Holiday in lieu of Good Friday, the Floating Holiday will be scheduled according to the same provisions for the other Floating Holiday as described in 23.02 (A) and (B) above, except that an employee must be hired prior to Good Friday in order to be eligible for this Floating Holiday in their year of hire.


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- (D) Should an employee be scheduled to work on a day selected as either a Recognized Holiday or a Floating Holiday as described in 23.02 (A) and (C) above, the employee will receive pay treatment as described in paragraph 23.10 (A), (B), and (C).
- 23.03 When a Recognized Holiday falls on Saturday, employees not scheduled to work will have the option of electing either a paid Holiday Allowance or a day off with pay at his/her basic wage rate thereafter in the calendar year or during the first four (4) months of the following year as approved by the supervisor. The day subsequently approved in lieu of the Saturday holiday will be treated as the Recognized Holiday for all purposes and may not be changed or rescheduled. This provision does not apply to Floating Holidays.
- 23.04 When a Recognized Holiday falls on a Sunday, the following Monday shall be observed as the Recognized Holiday and shall be treated the same as any Monday on which a Recognized Holiday falls. For pay purposes, the Sunday shall be treated the same as any Sunday on which a Recognized Holiday does not fall. However, when the Christmas Eve holiday falls on a Sunday, that Recognized Holiday will be treated as an additional Floating Holiday to be taken between December 26 of that year and December 31 of the following year.
- 23.05 Employees may be scheduled for work on Recognized Holidays. The number of holiday shifts scheduled will be kept to the minimum required to meet the needs of the business.
- 23.06 Schedules of individuals who will be required to work a Recognized Holiday shall be posted or otherwise be made available by 5 P.M. on Thursday of the second preceding week. Inadvertent failure to post the schedule or otherwise make it available on the specified Thursday shall not constitute a breach of the Agreement.
- 23.07 Regular full-time employees scheduled to work on a Recognized Holiday may be excused without pay for time not worked to the extent the service requirements will permit without loss of the Holiday Allowance.
- 23.08 Regular full-time employees absent without pay other than for Company excused absences, on either the employee's last scheduled work day before the Recognized Holiday or the employee's first scheduled work day after the Recognized Holiday shall not be paid a Holiday Allowance.
- 23.09 If a regular full-time employee is absent from work because of a personal illness on both of the regular work days which immediately precede and follow a Recognized Holiday, the Recognized Holiday shall be considered a day of illness and the entire absence shall be handled as any other illness case.
- 23.10 In addition to the Holiday Allowance as provided above, an employee will receive pay for hours worked as follows:


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(A) Premium Rate:

- (i) A scheduled shift on a Monday through Friday Recognized Holiday.
- (ii) A scheduled shift on a Saturday Recognized Holiday.

(B) Overtime Rate:

All non-scheduled hours worked on the Recognized Holiday within the employee's normal shift.

All scheduled or non-scheduled hours worked as sixth shift on a Recognized Holiday within the employee's normal shift.

(C) Basic Plus Premium Rate:

All scheduled or non-scheduled hours including a sixth shift, worked outside the employee's normal shift on the Recognized Holiday except those covered by subparagraph (A) above, and all hours worked outside the employee's normal shift on the day preceding or following the Recognized Holiday if worked continuously with hours worked on the Recognized Holiday.

- 23.11 When a Recognized Holiday falls within the employee's paid vacation period, the employee will be allowed to reschedule one (1) day of vacation. Such day shall be scheduled in accordance with Article 25, Vacations. This re-scheduled day shall be considered a vacation day.
- 23.12 Nothing in this Article requires the Company to change or provide any additional paid holiday in the event the State or Federal government declares, changes, deletes or adds to State or Federally recognized days of observance or commemoration. The Company shall not be obligated to recognize holidays other than those listed in this Article.