

## HOLIDAYS

In an effort to allow employees to spend time away from the hospital with their families during the year for holidays, the Hospital recognizes the following occasions as holidays:

New Year's Eve Day/New Year's Day  
Easter  
Memorial Day  
July 4th  
Labor Day  
Thanksgiving Day  
Christmas Eve Day/Christmas Day

For scheduling and payroll purposes, the holiday will be identified as the shift where the majority of the hours are worked on the holiday as designated above.

Eligible employees who are required to work on the holiday shall be paid two (2) times their base hourly rate for all hours worked on the holiday. For the Christmas holiday and the New Year's holiday the employee shall be paid two (2) times their base hourly rate for all hours worked beginning at 3 p.m. on the eve day and ending at 11 p.m. on the actual holiday.

Eligible employees shall receive eight (8) hours of PTO for each holiday worked. The eight (8) hours of PTO shall be placed in the Bargaining Unit registered nurse's PTO bank during the pay period in which the holiday is worked. In the event of employer requested low census, the Bargaining Unit registered nurse will receive the eight (8) hours of PTO.

Employees required to work holidays, shall be required to work every other holiday each year on a pre-established rotational schedule set forth by the unit/department manager/supervisor/designee.