

ARTICLE VIII - HOLIDAYS

Section 1

Holidays within the meaning of this contract shall be fifteen (15) days during the College's fiscal year. In the event the Board declares any holiday other than the above, it shall be considered a holiday under this Agreement.

Independence Day	New Year's Eve Day
Labor Day	New Year's Day
Veterans Day	Martin Luther King's Birthday
Thanksgiving Day	Lincoln's Birthday
Day after Thanksgiving	Memorial Day
Day before Christmas	Good Friday
Christmas Day	Day after Christmas

Floating Holiday (applicable to employees with five or more years of full-time service with the College)

Section 2

All full-time employees covered by the terms of this contract shall be entitled to receive their regular pay rate for the equivalent of an eight (8) hour period on each of the holidays stipulated in Article VIII, Section 1. In addition, the following special conditions shall apply:

- A. If such an employee is asked to work on one of the above holidays, compensation will be given at the regular hourly rate, plus time and one half for those hours actually worked. This payment shall not affect the employee's overtime pay for the week providing his/her actual hours worked during the applicable five (5) day period equals forty (40) hours with each holiday counting as the equivalent of eight (8) hours.
- B. If a holiday falls on such an employee's day off (meaning outside of his/her five day work week as defined in Article VII, Section 4), he/she will be compensated for the holiday at double his/her regular hourly rate for eight (8) hours or he/she will be granted a "replacement holiday" at another time mutually agreed upon by the employee and the administration. If a holiday falls on a Saturday or Sunday, the administration will determine the date of the "replacement holiday."
- C. If such an employee is asked to work on a "calendar holiday" falling on his/her day off, he/she will be compensated at his/her regular hourly rate plus time and one half for those hours actually worked. However, should the employee receive a "replacement holiday" (under the

provisions of part B of this section) and should he/she be asked to work on the "replacement holiday", compensation will be calculated at the overtime rate for the hours actually worked. This calculation assumes that the employee works the equivalent for forty (40) hours, see part A above, within the five (5) day period that the "replacement holiday" is granted. Should this not be the case, the time worked on the "replacement holiday" would be at the regular hourly rate.

Section 3

Qualifications for holiday pay will require that an employee shall work on his/her scheduled job prior to and the first scheduled day after the holiday, unless the employee shall be excused. No employee may exchange holiday time for any other time by superseding any premium holiday pay.