

ARTICLE 7 - HOLIDAYS

(a) The following holidays with pay will be granted:

Holiday	Observance
New Year's Day	January 1st
<b>Martin Luther King Jr. Day</b>	<b>Third Monday January</b>
<b>Memorial Day</b>	<b>Last Monday in May</b>
Independence Day	July 4th
Labor Day	First Monday in September
Thanksgiving Day	Fourth Thursday in November
<b>Day after Thanksgiving</b>	<b>Friday following Thanksgiving</b>
Christmas Day	December 25th

(b) An employee required to work on any of the above holidays will receive ~~one and one-half times (1.5X)~~ **two (2.0X)** his regular hourly rate for at least eight (8) hours, except when an employee requests and is granted fewer hours in which event he will receive ~~one and one-half times (1.5X)~~ **two (2.0X) times** his regular hourly rate for all hours actually worked and straight time for the difference between the hours actually worked and eight (8) hours.

(c) If any of the above holidays fall on an employee's day off, his next workday will be observed as the holiday. The Company may designate the employee's last workday before the holiday to be observed as the holiday with his consent.

(d) If any of the above holidays fall within an employee's vacation period, his next workday following the vacation period will be observed as the holiday. An employee required to work on that day will be paid in accordance with paragraph (b) above.

(e) Payment for a holiday will not be made to an employee on a leave of absence in excess of thirty (30) calendar days or to an employee scheduled to work on the holiday who is not excused from work and who fails to report to work as scheduled.

(f) **All employees will be required to report for duty on a paid holiday unless on scheduled days off or on vacation. In the interest of providing employees the opportunity to have the holiday off, the Company may provide a volunteer process whereby employees can identify their interest in having the holiday off. If the Company chooses to provide a volunteer process, it will do so at least seven (7) calendar days in advance of the holiday. Holiday off will be awarded in seniority order according to shift/start time and will be based on operational requirements. Employees will receive three (3) calendar days notice of their holiday off award, except**

**in cases of emergency. An employee awarded holiday off will receive eight (8) hours pay at straight-time rates.**

~~No employee will be required to report for duty on a paid holiday except when absolutely required for the operation. An employee not required to work on the holiday will receive eight (8) hours pay at straight-time rates. The Company will request not later than seven (7) calendar days prior to each holiday volunteers to work on the holiday. Notification of volunteers and others required to work on the holiday will, except in case of an emergency, be made not later than three (3) calendar days prior to the holiday. In the event insufficient volunteers are available, holiday work will be assigned on the same basis as overtime work.~~

(g) (N/A)