

ARTICLE X
HOLIDAYS

~~(1)~~ A. The Company recognizes the following holiday schedule during the period of this Agreement:

Year	Holiday	Date	Day	Hours
2018	Memorial Day	28-May	Monday	8
	Independence Day	4-Jul	Wednesday	8
	Labor Day	3-Sep	Monday	8
	Thanksgiving Day	22-Nov	Thursday	8
	Day after Thanksgiving	23-Nov	Friday	8
	Holiday Break	24-Dec	Monday	8
	Holiday Break	25-Dec	Tuesday	8
	Holiday Break	26-Dec	Wednesday	8
	Holiday Break	27-Dec	Thursday	8
	Holiday Break	28-Dec	Friday	8
	Holiday Break	31-Dec	Monday	8
2019	New Year's Day	1-Jan	Tuesday	8
	Memorial Day	27-May	Monday	8
	Independence Day	4-Jul	Thursday	8
	Labor Day	2-Sep	Monday	8
	Thanksgiving Day	28-Nov	Thursday	8
	Day after Thanksgiving	29-Nov	Friday	8
	Holiday Break	24-Dec	Tuesday	8
	Holiday Break	25-Dec	Wednesday	8
	Holiday Break	26-Dec	Thursday	8
	Holiday Break	27-Dec	Friday	8
	Holiday Break	30-Dec	Monday	8
Holiday Break	31-Dec	Tuesday	8	
2020	New Year's Day	1-Jan	Wednesday	8

The Company reserves the right to open for discussion, add, delete, and/or modify any of these proposals, the right to propose changes and to make counter proposals and reserves the right to make counter proposals in any area of the Agreement opened by the Union.

	Memorial Day	25-May	Monday	8
	Independence Day	3-Jul	Friday	8
	Labor Day	7-Sep	Monday	8
	Thanksgiving Day	26-Nov	Thursday	8
	Day after Thanksgiving	27-Nov	Friday	8
	Holiday Break	24-Dec	Thursday	8
	Holiday Break	25-Dec	Friday	8
	Holiday Break	28-Dec	Monday	8
	Holiday Break	29-Dec	Tuesday	8
	Holiday Break	30-Dec	Wednesday	8
	Holiday Break	31-Dec	Thursday	8
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2021	New Year's Day	1-Jan	Friday	8
	Memorial Day	31-May	Monday	8
	Day after Independence Day	5-Jul	Monday	8
	Labor Day	6-Sep	Monday	8
	Thanksgiving Day	25-Nov	Thursday	8
	Day after Thanksgiving	26-Nov	Friday	8
	Holiday Break	24-Dec	Friday	8
	Holiday Break	27-Dec	Monday	8
	Holiday Break	28-Dec	Tuesday	8
	Holiday Break	29-Dec	Wednesday	8
	Holiday Break	30-Dec	Thursday	8
	Holiday Break	31-Dec	Friday	8
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2022	Memorial Day	30-May	Monday	8
	Independence Day	4-Jul	Monday	8
	Labor Day	5-Sep	Monday	8
	Thanksgiving	24-Nov	Thursday	8
	Day after Thanksgiving	25-Nov	Friday	8
	Holiday Break	23-Dec	Friday	8

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	Holiday Break	26-Dec	Monday	8
	Holiday Break	27-Dec	Tuesday	8
	Holiday Break	28-Dec	Wednesday	8
	Holiday Break	29-Dec	Thursday	8
	Holiday Break	30-Dec	Friday	8
2023	New Year's Day	2-Jan	Monday	8

Any employee who is not scheduled to receive a full week check may receive a payment from their vacation balance to cover the difference between hours worked and a normal weeks pay. Employee requests for payment should be made to the Payroll Accounting Department at least one (1) week in advance.

~~(2)~~ **B. An employee shall receive eight (8) hours** ~~Full pay eight (8) hours~~ at straight time including shift bonus and odd work week bonus, if any; ~~shall be paid to employees~~ for each of ~~these~~ holidays regardless of the day of the week upon which the holiday falls. In addition, two times ~~(2x)~~ the **employee's regular hourly rate of pay** ~~the employee~~ shall be paid for hours worked on holidays.

~~(3)~~ **C.** In order to be eligible for holiday pay, an employee must have worked or have been on a vacation or a paid leave (other than paid ~~sick leave~~ **personal business**) on the last work day before ~~or and~~ the first work day after the holiday; ~~except that w~~When the holiday falls on the day before employment or the day after termination, or during an employee's leave, no pay under this Section shall be granted. **Employees who are on a leave of absence (excluding paid military leave) the last work day immediately before the holiday are considered to be on a leave of absence for the entire holiday period and are ineligible to receive holiday pay during the respective holiday period.**

~~(4)~~ **D.** Should a recognized holiday fall upon a Sunday, the Monday immediately following ~~such~~ shall be observed as the holiday. Should a recognized holiday fall upon a Saturday, the Friday immediately preceding ~~such Saturday~~ shall be observed as the holiday unless the work schedule of the majority of employees includes Saturdays, in which event the holiday shall be observed on such Saturday. Should a holiday fall upon the sixth or seventh day of the work week of an employee assigned to an odd work week, the preceding or the following day, respectively, shall be considered a holiday for such employee.

~~(5)~~ ~~An additional day's pay shall be granted to an employee on vacation if a holiday for which he would have been paid had he been working falls during his vacation.~~

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