

ARTICLE VI – HOLIDAYS

This Article is applicable only to Registered nurses who still participate in the grandfathered vacation/sick leave program. Holidays for nurses on the PTO plan are covered in article III-B, F.

A. Recognized Holidays. - The following holidays will be granted, subject to the provisions of this Article, to regular full-time Registered nurses with eight (8) hours' pay at the nurse's regular rate of pay: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

1. If an observed holiday occurs on a Saturday or Sunday, registered nurses in departments that are regularly scheduled only Monday through Friday and/or in Surgical Services or procedural units will observe the holiday on the Friday or Monday that is closest to the holiday.

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B. Floating Holidays. - Three (3) floating holidays will be granted in each calendar year, subject to the provisions of this Article, to regular full-time Registered nurses with eight (8) hours' pay, which hours may be used in four (4) hour increments to back-fill a shift when the Registered nurse has attended a conference, meeting, or mandatory education event, at the nurse's regular rate of pay.

1. Requests for floating holiday time off must be made at least three (3) weeks prior to the posting of the schedule for the period in which the time off is desired, except for unexpected illness of immediate family members living in the nurse's household. In such emergencies, the request must be made as soon before the time off as possible.
2. If a Registered nurse is entitled to a floating holiday(s) but has not taken or scheduled such holiday(s) by the time of the posting of the last schedule covering December, the Registered nurse will be paid holiday pay but will not receive time off for such unused floating holiday(s).

C. Holiday Pay.

1. Full-time Registered nurses.

- a. When a regular full-time Registered nurse is required to work on one (1) of the holidays set forth in paragraph A above, they shall be paid at the rate of one and a half (1 ½) times their regular straight-time rate and will either have a compensating day off within thirty (30) days or one (1) additional day's pay in lieu of a compensating day off at the option of the Medical Center, taking into consideration the request of the nurse.
- b. If one (1) of the above holidays falls on a regular full-time Registered nurse's day off, they will either receive their holiday pay or have a compensating day off within thirty (30) days at the option of the Medical Center, taking into consideration the request of the nurse.
- c. A regular Registered nurse who is regularly scheduled for an average of seventy-two (72) hours per pay period shall be treated as a regular full-time nurse under this Article.

2. Part-time Registered nurses.

- a. If a regular part-time Registered nurse works on one (1) of the holidays set forth in paragraph A above, they will be paid for all time worked on said holiday at two (2) times their regular straight-time hourly rate of pay.
- b. Regular part-time Registered nurses who are regularly scheduled for at least forty (40) hours in a pay period shall receive pro rata holiday pay (including for floating holidays) if not scheduled to work, on the basis of one-tenth (1/10th) of an hour of holiday pay for each regularly scheduled hour of work, not to exceed eight (8) hours of

holiday pay.

3. Resource Nurses.

- a. If a resource nurse works on one (1) of the holidays set forth in paragraph A above, they will be paid for all time worked on said holiday at one and one-half (1 ½) times their regular straight-time hourly rate of pay.

- D. Holiday During Vacation. - If a holiday falls within a nurse's vacation, they will receive their holiday pay as provided in paragraph A or B above in addition to their vacation pay.
- E. Holiday While Sick or on Leave. Holidays will not be paid during the periods of sick leave, leaves of absence, or layoff.
- F. Rotation. - The Medical Center shall attempt to rotate holiday work. Units may develop guidelines that provide for the fair and just rotation of the scheduling of shifts on holidays. The parties agree to respect such unit-based guidelines, even if they are not seniority-based.
- G. Martin Luther King Jr. Day. - Effective 2023, Registered nurses who work on Martin Luther King Jr. Day will be paid at a rate of one and a half (1 ½) times their regular straight-time rate for hours worked on the holiday. Section F above is also applicable to this holiday.