

Contract Corner



HOLIDAY EDITION 2016

WORKING ON THE HOLIDAYS

Thanksgiving and Christmas days essentially take the place of freedays for the months of November and December. According to Article 22.C, each employee will receive an eight (8) hour holiday bonus in the amount equal to his or her regular compensation rate. Each employee is scheduled off for those days (due to an arbitrator's decision in 1991). If you are on vacation over the holiday, you will receive an additional day prior to or after your bid block. An employee who is scheduled to work on a holiday who does not report will lose all pay for such holidays unless the absence is due to sickness or is excused.

DAY OFF STATUS—THANKSGIVING AND CHRISTMAS

When it comes to who is awarded overtime on Thanksgiving and Christmas, voluntary or mandatory, every agent is considered to be on A (or first day off) status for those two holidays. The only exception regards an agent who has been awarded a DAT in conjunction with Thanksgiving or Christmas day...that agent would not be eligible for a mandatory overtime assignment.

RATE OF PAY - THANKSGIVING AND CHRISTMAS

If you sign up and are awarded a shift you will be paid time and a half for the first 8 hours and triple time thereafter. If you sign up and are awarded a shift and then pickup another agent's mandatory shift, you will be paid time and half for the first 8 hours of the awarded shift and double time for the mandatory shift pickup. If you're mandatoried for either holiday, you will be paid double time for the first 8 hours and triple time thereafter. This is in addition to the eight hour holiday bonus.

SIGNING UP FOR HOLIDAY OVERTIME

The standard overtime call book will be used to determine voluntary overtime awards for Thanksgiving and Christmas days. However, when you can sign up, when the book closes, and when agents must be notified of their awards is quite different.

1. The overtime call book must be closed two (2) weeks prior to the holiday.
2. Agents have at least fourteen (14) days to sign up for Thanksgiving or Christmas overtime.
3. Voluntary overtime assignments must be completed (and agents informed) no later than 72 hours after the overtime call book has closed. Mandatory overtime assignments shall commence immediately after voluntary assignments are completed.

TURNING IN A DOCTOR'S NOTE ON HOLIDAYS

Per Article 23.1.C, though you are allowed 4 doctor's notes in a calendar year, you are allowed to use only one (to make your absence non-chargeable) during the period from Nov 1 through and including Jan 3. The Interpretations to Article 23 (question #5) addresses extended absences that occur partially during/partially outside of this time period.

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