

## WORKING THANKSGIVING OR CHRISTMAS?

Thanksgiving and Christmas days essentially take the place of freedays for the months of November and December. According to Article 22.D each employee will receive an eight (8) hour holiday bonus in the amount equal to his or her regular compensation rate. *This includes part time employees.* 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

Just as normal overtime rules apply, 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’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 will be closed no later than 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 made (and agents informed) no later than 72 hours after the overtime call book has closed. Mandatory overtime assignments can be made any time thereafter.

### GIVING AWAY MANDATORY OVERTIME ON HOLIDAYS

The Interpretations to Article 7 (question #28) states:

*If an Employee is mandatoried for an overtime shift, can he give his assignment to another Employee? If so, what is his status if there is a sick call?*

*Yes. An Employee who finds a volunteer to work a mandatory assignment will be exempt from further mandatory overtime assignments on that day.*

Here’s where you need to pay attention: the arbitrator’s decision in 1991 determined that when an agent picks up a shift trade on Thanksgiving or Christmas it will be paid at the straight time rate. Meaning, if you are mandatoried for either of the holidays and you are able to find someone who will work your mandatory assignment, do not use a shift trade form. Both agents should go to the appropriate supervisor and inform him/her of the mandatory OT giveaway.

### TURNING IN A DOCTOR’S NOTE ON HOLIDAYS

Please take time to re-read Article 23.1.C of your contract. 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.

