

ARTICLE 18 - Holidays

18.1 Employees working 250 or more days per year will qualify for all of the listed holidays. Employees working 240 days or less will qualify for all of the listed holidays except *Independence Day and Juneteenth unless the employee is scheduled to work and is actively at work on the scheduled work day immediately before and after the holiday, or on an authorized absence approved by the supervisor. Holiday pay will be based on and prorated on the employee's pay rate and the number of hours worked during a regular workweek for which that employee is normally scheduled.

Labor Day	New Year's Day
Veterans Day	Presidents' Day
Thanksgiving Day	Memorial Day
Day following Thanksgiving	Christmas Day
Martin Luther King Day	Christmas Eve
*Juneteenth	*Independence Day

18.2 In addition to the holidays in 18.1 above, all employees shall receive one (1) floating holiday, effective for each year of this Agreement. The employee shall schedule the taking of the floating holiday with the employee's supervisor's approval for work requirement considerations.

18.3 If one of the holidays listed in Section 18.1 falls on a Sunday, the following Monday will be observed as the paid holiday. If one of the holidays falls on a Saturday, the preceding Friday shall be observed as the paid holiday.

18.4 When an employee is required to work on a scheduled paid holiday, that employee will receive holiday pay in addition to overtime pay at the rate of one and one-half times the employee's regular rate of pay for all hours actually worked on the holiday.

18.5 In the event a building in which bargaining unit employees are working is closed early on either Christmas Eve day or New Year's Eve day, those employees actually working shall be excused early and shall not suffer a loss of pay.