

TENTATIVE AGREEMENT

COUNTY PROPOSAL #3

ARTICLE 8: LEAVES OF ABSENCE

8.10 Holiday Compensation

a) Full-Time Employees

A full-time employee whose assigned work schedule does not include either the date-specific holiday or the County observed holiday, shall either:

1. Observe the holiday (and not work) on one **or more** of the employee's regularly scheduled work days during ~~(1) the same pay period as the County observed holiday,~~ ~~(2) the pay period before the pay period including the County observed holiday, or~~ ~~(3) the pay period after the pay period including the County observed holiday. This time off can be taken in increments of one (1) hour or more up to the total holiday benefit of eight (8) hours per holiday, at the employee's request with the supervisor's approval.~~
2. Receive eight (8) hours of compensatory time or,
3. Receive eight (8) hours of holiday benefit paid at their base hourly rate, only if the employees compensatory bank is at its max. Receipt of eight (8) hours holiday benefit pay will not increase paid status hours for the purposes of cash allowance, premiums, overtime in Article 6 Hours of Work and Overtime, does not count towards merit or seniority, and is non-pensionable.

All other full-time employees whose regular assigned work schedule includes the date-specific holiday or the County observed holiday shall receive their regular eight (8) hours at their base hourly rate of pay. An employee who actually works on either the date-specific holiday or the County observed holiday listed in Section 8.7 shall be compensated for the hours actually worked. An employee who works on both the scheduled holiday and the County observed holiday shall elect which day shall be compensated at the overtime rate. However, only one day shall be compensated at the overtime rate. This paid holiday benefit shall be reduced proportionally by any unpaid time in the pay period in which the holiday falls.

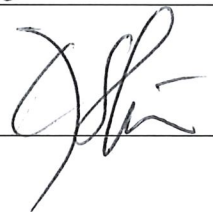
b) Part-Time Employees

Any part-time employee shall, for each holiday in the pay period, receive holiday pay equivalent to one-tenth (1/10th) of an hour for each hour regularly scheduled to be worked based on the employee's ongoing work schedule. If the employee's total hours in paid status (excluding the holiday benefit) exceed the hours regularly scheduled to be worked, the employee shall receive holiday pay equivalent to one-tenth (1/10th) of an hour for each hour

in paid status (excluding the holiday benefit). This holiday pay shall not exceed eight hours for each holiday. A part-time employee employed before June 26, 2001, who worked a regular schedule of less than thirty-two (32) hours per pay period shall continue to receive a minimum holiday benefit of 3.2 hours for each holiday in the pay period, until such time the employee's regular schedule is changed to thirty-two (32) hours or more or a break in service occurs. Upon approval of the appointing authority, a part-time employee may elect to accrue compensatory time in lieu of holiday pay only when the holiday pay status creates hours in excess of the employee's regular allocated full time equivalent. Holiday accrued as compensatory time will not count as In-Service nor affect the accruals or pro-ration of benefits until used in a later pay period.



County Signature



ESC Signature

Date: 3/13/2023