

UNION PROPOSAL
ARTICLE 8 – HOLIDAYS

A. Recognized Holidays.

A Nurse who works on any federal or state holiday will be compensated at the rate of time and one-half (1½) their normal rate of pay for all hours worked on a holiday shift. A holiday shift is defined as a shift on which any hours worked are on the holiday.

A Nurse that works an extra on-call or standby shift on a holiday shall be compensated at two (2) times their regular rate of pay.

A Nurse employed at a clinic or department that is closed or does not schedule patients on a holiday will be paid at their regular rate for their regular shift.

B. Holiday Rotation.

Each department will have a policy for rotating holiday work that must be approved by the unit staff or a regular department-based council. Department policies should also account for rotation of the day after Thanksgiving, December 24, New Year's Eve, Easter, Mother's Day, and Father's Day, but Nurses shall not be entitled to time and one-half (1½) for working these days.