

UNION PROPOSAL
ARTICLE 8 – HOLIDAYS

- A. The following holidays shall be recognized and celebrated on the legal day within the state: New Year's Day, **Martin Luther King Jr. Day**, Memorial Day, **Juneteenth**, July 4, Labor Day, Thanksgiving Day, and December 25. ~~If Legacy policy is modified during the term of this Agreement to add Martin Luther King, Jr. Day and/or Juneteenth as a recognized holiday, it will be added to this Article 8 at that time.~~

Employees who qualify as a "Veteran" and who are scheduled to work may take Veterans Day off unpaid or may choose to use APL. To qualify as a Veteran, employees must have: 1) Either served on active duty with the U.S. Armed Forces for at least 179 consecutive days, or been released from duty due to service-connected disability or served in a combat zone; and 2) been discharged under honorable conditions; and 3) made the request for the day off with at least 21 days advance notice.

- B. **A Nurse who works on a holiday will be compensated at the rate of time and one-half 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.**
- C. **A Nurse employed in a unit that is closed or does not schedule patients on a holiday, including case managers, will be paid at their regular rate for their regular shift if it was cancelled due to the holiday.**
- D. It is agreed that holiday work will be rotated by the Hospital as equitably as possible and that a ~~n~~**Nurse** who is required to work on a holiday shall receive time and one-half at their normal rate of pay. In addition, the following days shall be rotated in the department as equitably as possible; day after Thanksgiving, December 24th, New Year's Eve, Easter, Mother's Day, and Father's Day, but ~~n~~**Nurses** shall not be entitled to time and one-half for working these days.
- E. As part of Legacy's commitment to diversity, equity and inclusion, the Hospital will give one personal day off (the length of the Nurse's regularly scheduled shift) each calendar year as a cultural recognition day to every Nurse. Culture Day shall be scheduled in accordance with Legacy and Departmental scheduling procedure and process for requesting such time-off. The Hospital shall make reasonable efforts to ensure equitable scheduling of culture days. The time-off for Culture Day does not roll over from one year to the next. **Nurses who have had two requests for time-off for Culture Day denied in the same calendar year will be allowed to cash out the equivalent of a regular straight-time shift in lieu of a Culture Day at the end of the year.**