ARTICLE X – HOLIDAYS

A. The ~~Medical Center~~ **Hospital** will observe the holidays of New Year's Day, Martin Luther King Jr. Day, Memorial Day, ~~Juneteenth,~~ Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If the ~~Medical Center~~ **Hospital** recognizes any additional holiday(s) for its non-represented **caregivers** ~~employees~~, it will also observe such holiday(s) for bargaining unit techs. On an observed holiday, the following will apply:

~~When a tech is scheduled to work an observed holiday and requests time off, or the Medical Center does not assign them to work that holiday, the tech can choose whether to use PTO for the holiday off or to take the holiday off unpaid.~~

1. If a tech works on an observed holiday, the tech will be paid **1.5** ~~one and one-half (1 ½)~~ times the tech's straight-time rate and will retain accrued PTO hours for use at another time.

2. If an observed holiday occurs on a Saturday or Sunday, techs in departments that are regularly scheduled only Monday through Friday will observe the holiday on the Friday or Monday that is closest to the holiday and designated by the ~~Medical Center~~ **Hospital**.

3. If an observed holiday occurs on a Sunday, techs in departments that are regularly scheduled only Monday through Saturday will observe the holiday on the Monday that is closest to the holiday and designated by the ~~Medical Center~~ **Hospital**.

4. All hours of a night shift will be eligible for holiday pay if a majority of hours worked are within the observed holiday (for example, a tech working a shift beginning at 7:00 p.m. on December 24 and ending at 7:30 a.m. on December 25 will be eligible for holiday pay). ~~Otherwise, only the actual~~

Management reserves the right to add, remove, delete, withdraw or otherwise modify this proposal at any time during these negotiations.

~~hours worked within the eligible holiday will be paid at the holiday rate of 1.5 x regular rate~~.

5. If an observed holiday occurs before completion of a regular tech's first ninety (90) days of employment and the tech does not have sufficient PTO hours accrued, the tech **will** ~~can choose to~~ take the holiday off unpaid~~, or the PTO hours used for the holiday off under this section will be charged against the next PTO hours accrued by the tech~~.

6. A tech will not be required to use PTO if ~~(1) a tech works in a department that is normally scheduled only Monday through Friday and the department is closed for the holiday; (2)~~ the tech is placed on standby for the holiday~~; or (3) the unit is open, but minimally staffed for the holiday.~~

~~7. For outpatient services that close on holidays where bargaining unit members work, techs can choose whether to work holidays that fall on their schedule, if work is available, or take PTO.~~