ARTICLE X – HOLIDAYS

X.A. The Medical Center 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 recognizes any additional holiday(s) for its non-represented **caregivers** ~~employees~~, it will also observe such holiday(s) for bargaining unit **professionals** ~~employees~~. On an observed holiday, the following will apply:

1. ~~When a professional is scheduled to work an observed holiday~~ **If an observed holiday falls on a professional's scheduled workday** and **the professional** requests **and is approved to not work the holiday** ~~time off~~, **then PTO will be used for their approved time off. However, subject to their manager's discretion, the professional may request to work a substitute day during the same workweek and if approved, the professional will not be required to use PTO to cover the unworked holiday.** ~~or the Medical Center does not assign them to work that holiday, the professional can choose whether to use PTO for the holiday.~~

2. If a **non-exempt** professional works on an observed holiday, the professional will be paid **1.5** ~~one and one-half (1 ½)~~ times ~~the professionals's~~ **their** straight-time rate and will retain accrued PTO hours for use at another time. ~~Exempt professionals shall be eligible for holiday pay at a rate equal to one and one-half (1 ½) times their straight-time rate for hours worked on an observed holiday.~~

3. If an observed holiday occurs on a Saturday or Sunday, professionals 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.

4. ~~All h~~**H**ours of a night shift will be eligible for holiday pay **only** if a majority of hours worked are within the observed holiday (for example, a professional

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 hours worked within the eligible holiday will be paid at the holiday rate of 1.5 x regular rate and eligible for the night shift differential.~~

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

~~6. A professional will not be required to use PTO if (1) a professional 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. For departments that operate under reduced hours on a holiday, professionals shall not be required to use PTO to cover their reduced shift.~~

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