UNION PROPOSAL
ARTICLE 8 – HOLIDAYS

A. Recognized Holidays.

The following holidays shall be recognized and celebrated on the legal day within the state:

New Year’s Day, Memorial Day, 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.

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 shift on a holiday shall be compensated at will 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.

It is agreed that holiday work will be rotated by the Hospital as equitably as possible and that a Nurse who is required to work on a holiday shall receive time and one-half (1½) 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 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.