

IUE-CWA

A FORCE FOR WORKING FAMILIES AFL CIO

LOCAL 717

DEFERRED HOLIDAY PAY

October 2007

DEFERRED HOLIDAY PAY hours result when an employee is scheduled to work *and* works *all hours offered/scheduled* on a CONTRACTUAL HOLIDAY *and* elects to defer them. Deferred holiday pay accumulates in eight (8) hour increments.

To be eligible for the eight (8) hours of DEFERRED HOLIDAY PAY:

- Employee must work the entire eight (8) hour offer, twelve (12) hours if continuous run schedule, or
- Employee must use contractual coverage *or* be excused by Supervision for any portion of their shift not worked.
- If an employee is *scheduled* to work a partial shift on a holiday and works all hours *scheduled*, they are eligible to have eight (8) hours deferred.

If the above criteria are met and the employee requests to defer eight (8) hours of holiday pay, they will ultimately have eight (8) hours (at straight time) added to their ATO balance to use at a later date *and* be paid for those hours actually worked during the holiday. Double time will be paid for hours actually worked during the holiday in a traditional schedule operation and time and one half will be paid for hours actually worked during the holiday in continuous run operations.

The deferred holiday hours are recorded as ATO (Additional Time Off). An employee may use the newly acquired ATO hours beginning with the next pay period; you may *not* use any ATO hours in the pay period in which they are earned.

Deferred holiday pay hours earned as a result of working the Christmas Holiday period may be utilized, per local plant practice, at any time during the following year prior to the next Christmas Holiday period as stated in Doc. 66 of the 2007 IUE-CWA-Delphi National Agreement.