

Article 13-Holidays

A. Recognized Holidays: The following days shall be observed as holidays:

New Year's Day (beginning at 1500 on New Year's Eve)

Martin Luther King Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day December 25th

~~When a Facility is closed for Holiday Observance~~ When Facility is closed on a holiday ~~Holiday Observance~~

The observance of New Year's Day and Christmas Day 25th will begin at 1500 on the evening shift on the day before the actual holiday for all nursing units ~~except the ASC~~ open on the holidays. The ASC ~~unit~~ Units closed, will observe these two (2) holidays on the actual holiday.

When a Facility is Open on an Observed Holiday

~~For the purpose of this agreement, "holiday shift" will be defined as holidays and corresponding business closure days. "Core" staff will be defined as an employee's home location.~~

~~Observed holidays shall be split into Group A and Group B holidays as follows:~~

~~Group A Holidays: Thanksgiving Day, the day after Thanksgiving, December 25th, and New Years Day.~~

~~Group B Holidays: Martin Luther King Jr day, Memorial Day, Independence day, and Labor Day~~

~~a. Other than New Years Day and December 25th as defined above, all holidays shall be observed from 0000-2359 on the date of the holiday.~~

B. Scheduling of Holidays: For the purpose of this agreement, "holiday shift" will be defined as holidays and corresponding business closure days. "Core" staff will be defined as an employee's home location.

Employees who are regularly scheduled to work on a day on which a recognized holiday falls shall be scheduled to work available holiday shifts, unless patient care needs permit voluntary release. based on operational need. An employee may elect to relinquish such a scheduled holiday shift, subject to the normal scheduling and coverage procedures, but shall

6:54 P.M.
9/30/25

SN
9/30/25

Rachel
Scholz
1930
9/30/25

T.A. 7:28 P.M.
9.30.25

not be required to do so. If no volunteer picks up that particular shift, the original scheduled employee shall work that holiday shift.

1. ~~Volunteers will be offered the~~ Holiday shifts will be assigned in the following order with manager approval:
 - a. Employees regularly scheduled to work the day on which the holiday falls
 - b. ~~Volunteer~~ Core RN staff within the same department
 - c. ~~Q~~Other qualified and trained RN volunteers within the ~~same~~ONA departmentbargaining unit.
 - d. Qualified and trained RN volunteers within the service line ~~(UCC Only)~~
 - e. Qualified and trained RN volunteers within the NW Region ~~(UCC Only)~~
2. If there are not enough volunteers to cover the holiday shift, the shift will be filled in rolling reverse seniority order from RNs within the department's core staff. The RNs shall not be required to work the same holiday in two consecutive years. ~~from RNs within the department's/worksites core staff.~~
3. Once ~~staff volunteering, or~~ staff are assigned a holiday shift, they are responsible for ~~quired to fill~~ working that shift unless explicitly released by ~~staffing office~~ their direct supervisor.
4. Management ~~may assign full shifts and~~ will consider RNs volunteering for partial shifts but is under no obligation to schedule partial shifts.

~~— Holiday shifts will be awarded via the normal scheduling process~~
5. Holiday shifts will be ~~staffed~~assigned so that at a minimum, 50% of the RNs are core staff ~~(UCC only)~~

~~— RNs shall not be required to work more than two holidays from Group A and two holidays from Group B per calendar year, nor shall they be required to work the same holiday in two consecutive years. In departments where staffing does not permit such scheduling, the Union and the Employer shall ensure equitable distribution of holiday work.~~

~~— Prime Time Requested Time Off~~

~~Every other year rotation will be effective 1/1/95.~~

~~— Holiday Prime Time to Consist of the Following Dates:~~

~~Federal Holidays: Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving Day, The day after Thanksgiving Day~~
~~Winter Break as defined by Oregon and Washington Public Schools~~

~~December 22-26~~

~~December 27—January 5~~

~~Day before and after Thanksgiving~~

~~Martin Luther King Jr. Day~~

~~School recognized holidays (Veterans and President's Day).~~

~~Labor Day~~

~~Memorial Day~~

~~—Other Prime Time~~

~~Spring Break and Washington~~

~~July 4~~

~~August~~

~~Reasonable attempts will be made to honor all prime time requests. Staff who have had 5 or more prime time days off in the previous year, will not be considered for the same time off the following year, unless the time is available within three (3) months prior to the requested time off.~~

~~Prime Time Off will be pushlished within each department as it is awarded, and the record will be kept available for staff review for a rolling 24 month period.~~

B.C. Pay for Recognized Holidays: There shall be no deduction in pay for the observance of the foregoing holidays for employees who have been on regular employee status for at least thirty (30) consecutive calendar days prior to the holiday. Such employees working on one (1) of the foregoing holidays shall be paid at the rate of one and ~~onehalf~~one-half (1-1/2) times the regular rate of pay in addition to their regular rate of pay for the holiday. Pay for holidays not worked shall be on the following basis:

1. If the holiday falls on a normally scheduled workday and the employee is scheduled off because of the holiday, the pay for such holiday not worked shall be for the number of hours at the straight-time rate that the employee would have received had they worked.
2. If the holiday falls on a day normally scheduled off, the employee shall, at the option of the Employer, receive a paid day off within two (2) weeks before or after the actual holiday or additional pay equal to employee's BAH or coded hours whichever is greater.

~~—Paid holidays not worked shall be counted into the calculation of overtime and shall not be counted in the calculation of consecutive day pay.~~

D. Float Holiday: All Registered Nurses who have been employed in a regular status for at least one (1) year shall be eligible for three (3) float holidays per year. The first three

days an employee schedules off in the calendar year will be counted as float holidays providing the employee does not otherwise object in writing in which case the regular provisions shall apply.

Personal Birthday Holiday

- ~~— RNs with at least ninety (90) days of continuous service shall be entitled to a personal birthday holiday, compensated at their regular rate of pay.~~
- ~~— If the RN's birthday falls on one of the designated holidays or the RN's regularly scheduled day off, the following regularly scheduled workday shall be observed as the birthday holiday.~~
- ~~c. The RN may request to substitute a different day for the birthday holiday upon mutual agreement with the Employer. Such a request will follow the same guidelines as for vacation requests. The requested substitute birthday holiday shall not be unreasonably denied~~

Requests for scheduling float holidays shall follow the same guidelines as for vacation requests. Float holidays must be used within the same calendar year in which they are accrued. If an employee requests a float holiday and that request is denied due to staffing requirements, the employee may request and be granted payment for the requested but unused holiday.

D-E. General: Short-hour, temporary, Per Diem and on-call employees who have been on the payroll for at least thirty (30) consecutive days prior to a holiday shall receive no pay for holidays not worked but shall receive one and one-half (1-1/2) times their regular rate of pay for all work performed on the holidays referred to in Section A.

E-F. Days off Without Pay (see Article 10—Scheduling and Staffing, §B.4)