Holidays

The Company observes the following standard holidays each year:

Birthday
New Year's Day
Martin Luther King, Jr., Day
Presidents' Day
Good Friday (Easter)
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Friday After Thanksgiving
Christmas Eve
Christmas Day
New Year’s Eve

Eligible employees will receive a day off on each of the holidays listed above.

A. Eligibility

Unless otherwise provided in this policy, all full-time employees who have successfully completed the introductory period, will receive time off with pay at their normal base rate for each company-observed holiday. Part-time and temporary employees are not eligible for paid holiday benefits. The Company reserves the right to determine how many and which holidays will be paid per year. Moreover, all employees are ineligible for holiday benefits while they are on leave of absence.

Non-exempt employees must work their scheduled workday before and after the holiday in order to be eligible for holiday pay, unless the employee is absent with prior permission from their supervisor.

B. Weekends and Vacations

Holidays falling on Saturdays will normally be observed on the preceding Friday. Holidays falling on Sundays will normally be observed on the following Monday. Holidays that occur during an eligible employee's vacation will not be counted as vacation days taken.

C. Pay In Lieu of Time Off

The Company may, in its sole discretion, require some or all employees to work on company-observed holidays, in which case the Company will provide pay in lieu of time off.

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D. Rate of Pay

Nonexempt employees required to work on a company-observed holiday will be paid at 1 1/2 times their normal base rate for all hours worked, plus (for regular full-time employees) 8 hours' straight-time pay for the holiday. Double time will be paid for all hours worked in excess of 12 hours on a holiday.