HOLIDAY PREMIUM PAY
SUMMARY OF REVISIONS

12-1-70  Holiday premium pay equal to one half of their regular straight-time hourly wage.

1-1-75  Revised holiday premium pay policy to include all holidays.

10-1-86  Exception added to make it possible to pay for holiday worked instead of giving time off if it would result in overtime or extraordinary inconvenience.

6-1-03  Advisory Note added to clarify that both FLSA non-exempt and exempt employees are eligible for holiday premium pay when the employee is required to work.

7-1-06  Advisory Note added to clarify that premium pay for working on a holiday must be paid if the equal time off is not given within 12 months.

10-1-07  1) Changed the terminology from “equal holiday time off” to “holiday compensatory time.”

2) Revised the Advisory Note under Holiday Compensatory Time to explain that in the BEACON HR/Payroll System, holiday compensatory time shall be given before any other leave/time (overtime compensatory time, on-call compensatory time, vacation or bonus leave).

7-1-09  Revises Advisory Note to add gap hours compensatory time and travel compensatory time to leave hierarchy used in the BEACON HR/Payroll System.

9/7/17  Policy revised to delete all reference to trainee appointments, per appointment types and career status